

## Quantitative Survey Report - HRS4R



HR EXCELLENCE IN RESEARCH

This report aims to present the final results, findings and conclusions of the data obtained through the survey conducted as part of the HRS4R application process.

**Steering Committee & Working Group**

**March, 2025**

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## Introduction

### Context of this report

This document presents the final report of the findings and results derived from the gap analysis survey, a key component of Lusófona University (ULusofona) and CICANT - Centre for Research in Applied Communication, Culture, and New Technologies' application for the HRS4R (Human Resources Strategy for Researchers) award.

This process was developed and carried out by the working group that managed and oversaw the entire procedure, and supervised by the steering committee between January 17<sup>th</sup> and February 28<sup>th</sup> 2025.

The survey was administered via the Qualtrics platform, with data collection conducted in strict adherence to legal standards ensuring anonymity. All data were meticulously processed and analyzed to guarantee transparency and ethical rigor in the reporting process.

The analysis and conclusions outlined in this report reflect the practices and procedures of the institution's research unit, benchmarked against the 40 dimensions outlined in the European Charter & Code for Researchers.

### Background

CICANT promotes theoretical and applied research regarding media, society, literacies, arts, culture and technologies. The centre currently comprises 180 individuals, including 85 integrated researchers, 15 research fellows, 59 bursary holders, and 21 PhD students involved in research. Regarding diversity among the community, 101 identify as women and 1 as non-binary. Also, 69 are international researchers. CICANT, along with Lusófona University (ULusofona) as a whole, has been actively reforming its human resources (HR) and talent management practices to ensure the most ethical, transparent, and fair mechanisms for its researchers and collaborators. The university aims to align its recruitment practices for teaching and research staff with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, promoting values such as openness, transparency and merit. Additionally, ULusofona seeks to foster career development through targeted training and opportunities. In line with these goals, CICANT and ULusofona launched this survey to conduct an internal analysis, identifying needs and areas of improvement based outlined in the Charter

and Code. The survey results are expected to be crucial for the understanding of CICANT's existing challenges and for shaping a comprehensive strategy and action plan to improve current practices, ultimately securing the HR Excellence in Research award.

### **Methodological approach**

Due to the university's organizational culture Aiming to maximize outreach and encourage participation across the research community (staff, researchers, teachers and PhD students), the working group adopted a quantitative approach as the first exploratory step for the gap analysis.

The survey was created and disseminated via email with the steering committee approval, following confidentiality and security mechanisms. The survey comprised six distinct sections, each containing a series of questions. The first block focused on Professional Information and Characterisation to establish an understanding of the respondents' profiles. The second section addressed Ethical and Professional Aspects, covering questions 1 to 11. The third section analysed Recruitment Procedures through questions 12 to 21. The fourth section, dedicated to Working Conditions and Social Security, spanned questions 22 to 35. The fifth section evaluated Training Practices via questions 36 to 40. Finally, the sixth section included Closing Remarks, featuring a concluding question to assess participants' overall satisfaction with their research unit's mechanisms. The 40 questions that composed the body of the survey were scored with a scale from 'Strongly disagree' to 'Strongly agree'.

For data analysis, a simple descriptive statistical analysis was performed using the JASP program to ensure the reliability and robustness of the results obtained.

### **Sample of the Study**

The HRS4R survey was sent to all the 13 research centers belonging to the academic community of Lusófona University. In total, 202 responses were obtained, with 46 belonging to CICANT for use in the following data analysis. The response rate was 25.56%. Among this sample from the CICANT community, 44 responses came from researchers, while only 2 were from staff members. The respondent group consisted of approximately 59% women, 39% men, and 2% who chose "I prefer not to say" (1 response).

Approximately 57% of respondents hold a PhD, while only one holds a bachelor's degree. The response pattern highlights a strong presence of R3.

Established Researchers (around 65%) within the institution, along with a significant proportion of integrated researchers (around 85%). The data also indicates a low percentage of R1 – First Stage Researchers (around 11%), staff members (4%), collaborator researchers (2%), and PhD students (13%). The majority of the sample is Portuguese (around 80%) and identifies as Caucasian/White (around 83%), with 89% reporting no difficulties in their daily activities. Most respondents have been affiliated with the institution for 1–3 years (around 48%), with an even distribution between externally and internally funded researchers.

## 1-Sociodemographic Data

### Gender

Average rating: **Female**

Table 1: Data retrieved from Jasp related with the gender levels within CICANT response pool.

Gender	Frequency	Percent
Female	27	58.696
I prefer not to answer	1	2.174
Male	18	39.130
Non-Binary	0	0

### GENDER

■ Female ■ Male ■ I prefer not to say

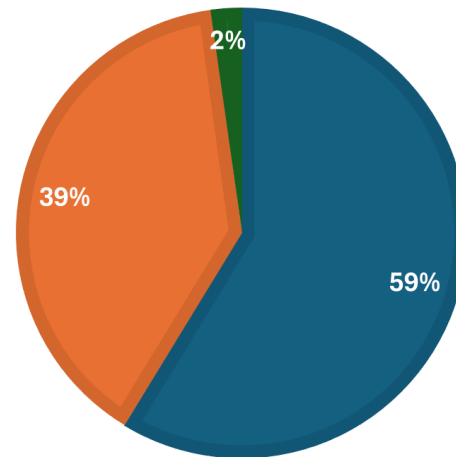


Chart 1: Percentages of gender levels within the research unit observed in the CICANT response pool.

- The data shows a tendency towards a higher number of female researchers/staff members. CICANT also reports on one individual who chose 'I prefer not to say.'
- Considering the numbers of researchers/staff members at CICANT, this trend is similarly observed, with slightly more women in the organization across various positions (staff member, integrated researcher, PhD student). Regarding the women predominance in the case of staff members, this aligns with the official data. The same can be said regarding the significantly higher number of women as PhD students.
- By cross-referencing the data with the professional positions of each collaborator, it is possible to: firstly, understand the consistency of the data in correlation (Chart 2), and secondly, the relatively low proportion of early career researchers within the institution. Additionally, a high number of R3 researchers is notable, indicating a mature and experienced base for the research team at the institution. However, it is important to note the possibility that some researchers may not accurately identify or place themselves in the correct position/rank according to international standards (Chart 4).
- In terms of seniority, a pattern is visible in the recruitment of men over time, with the more prominent integration of women occurring more recently (Chart 3). This may be a clear indicator of the institution's efforts to become more diverse and inclusive, as well

<https://investigacao.ulusofona.pt/en/about-us/gender-and-development-plan> ).

- The general data indicates a workplace environment with an even gender distribution (Table 51). However, when analyzing each research unit individually, 6 out of 14 show an average rating favoring the female gender, 5 favor the male gender, and 3 have a proportional gender distribution (Table 52).

*Gender vs Position*

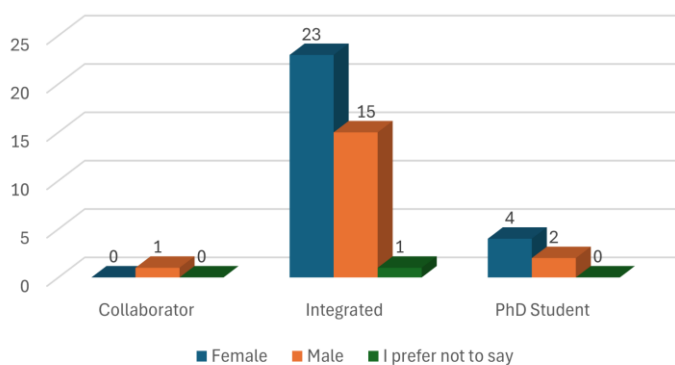


Chart 2: Data obtained from the internal gap analysis survey, contrasting the variables *Gender* and *Position* within CICANT.

*Gender vs Seniority*

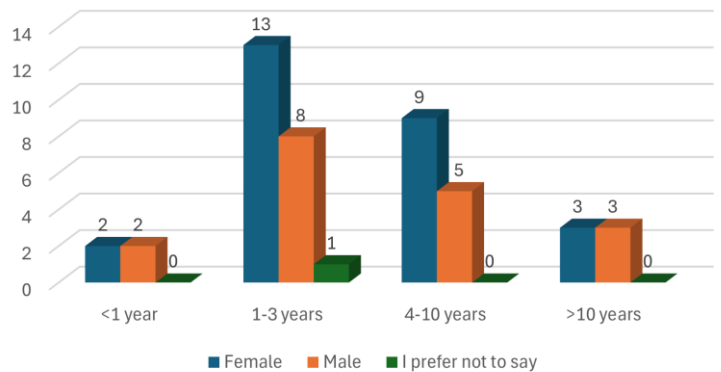


Chart 3: Data obtained from the internal gap analysis survey, contrasting the variables *Gender* and *Seniority* within CICANT.

*Gender vs Professional Position*

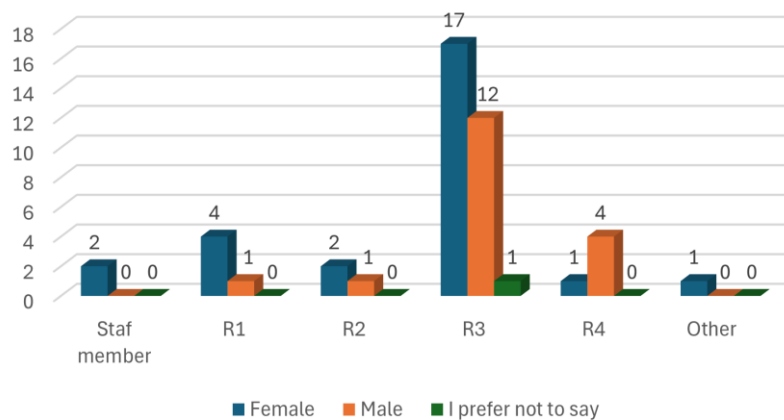


Chart 4: Data obtained from the internal gap analysis survey, contrasting the variables *Gender* and *Professional Position* within CICANT.

### Gender vs Age

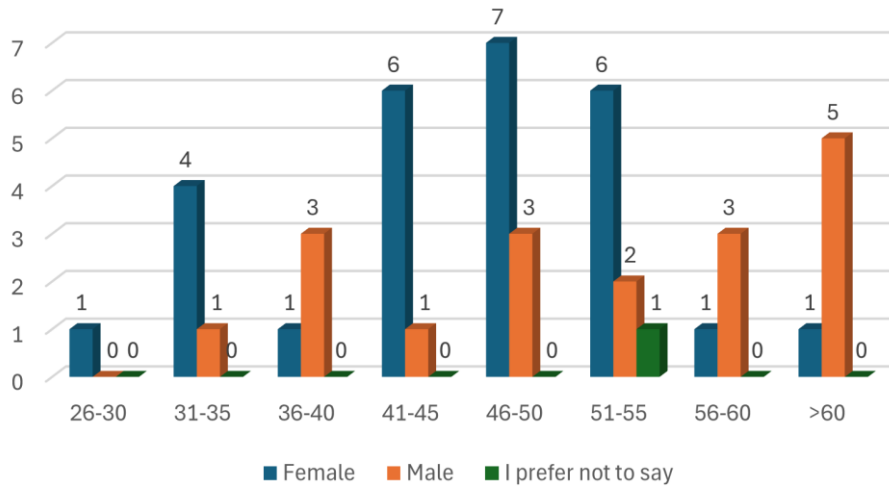


Chart 5: Data obtained from the internal gap analysis survey, contrasting the variables *Gender* and *Age* within CICANT.

### Age vs Professional Position

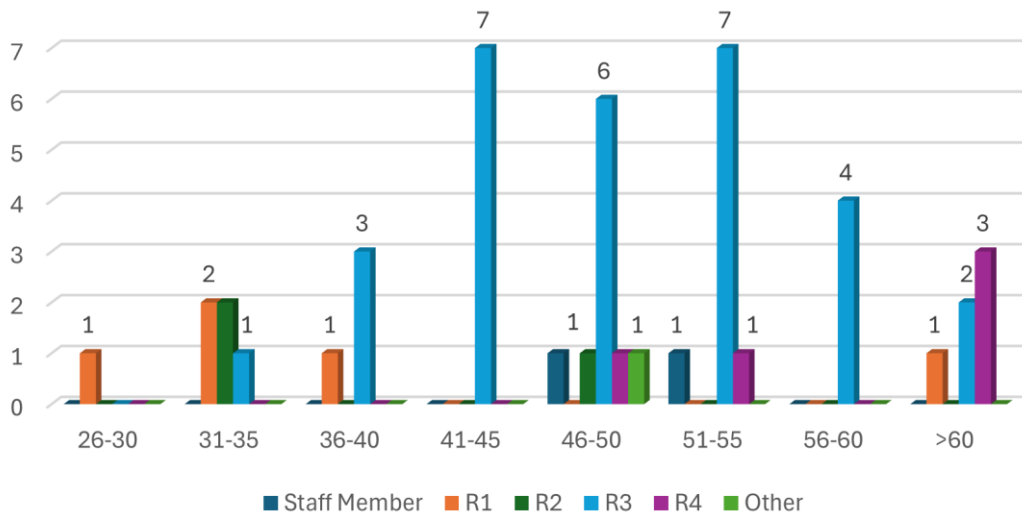


Chart 6: Data obtained from the internal gap analysis survey, contrasting the variables *Age* and *Professional Position* within CICANT.

## Age

Average rating: 46-50 years old

Table 2: Data retrieved from Jasp related with the age distribution levels within CICANT response pool.

Age	Frequency	Percent
<25 years old	0	0
26-30 years old	1	2.174
31-35 years old	5	10.870
36-40 years old	4	8.696
41-45 years old	7	15.217
46-50 years old	10	21.739
51-55 years old	9	19.565
56-60 years old	4	8.696
>60 years old	6	13.043

## AGE

■ 26-30 years old 
 ■ 31-35 years old 
 ■ 36-40 years old  
■ 41-45 years old 
 ■ 46-50 years old 
 ■ 51-55 years old  
■ 56-60 years old 
 ■ >60 years old

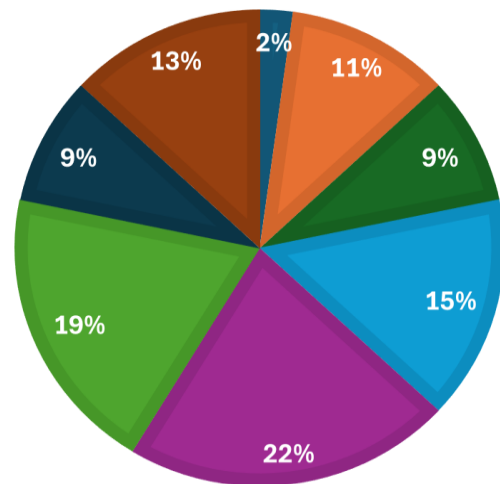


Chart 7: Percentages of age distribution levels within the research unit observed in the CICANT response pool.

- Regarding the data collected on the age variable, it is possible to observe a greater distribution and presence of researchers/staff members aged over 40 (Table 2).
- As previously mentioned, the presence of early career researchers is relatively low, and there is a clear correlation between the low number of researchers/staff members under the age of 40 and the limited presence of early career researchers (Chart 6).
- A small note can be made regarding the contrast between age and question Q28 (career development) – Chart 8, where only two individuals provided an ‘strongly disagree’ answer, both PhD students. This detail once again may reinforce the need to provide greater support for early career researchers and add more robustness to the actions already implemented and ongoing (e.g. ECSs- Early Career Scholars Group).
- The age range of 41-55 years old is the most represented in the institution and aligns with the proportion of experienced researchers that can be found at CICANT (Table 2).

- The overall data aligns with the trend observed in CICANT, showing a response rate of approximately 78.1% for researchers and staff members over 40 years old and only about 21.95% for those under 40. Similarly, CICANT’s figures indicate 78.2% over 40

and around 21.8% under 40 (Table 51). The only major difference is that the total data reveal an even lower percentage than CICANT, further highlighting the underrepresentation of early-career researchers across the academic community. Individual research unit data reinforce this observation, with only RCM2+ showing an average rating above 40 (36–40 years old) (Table 52).

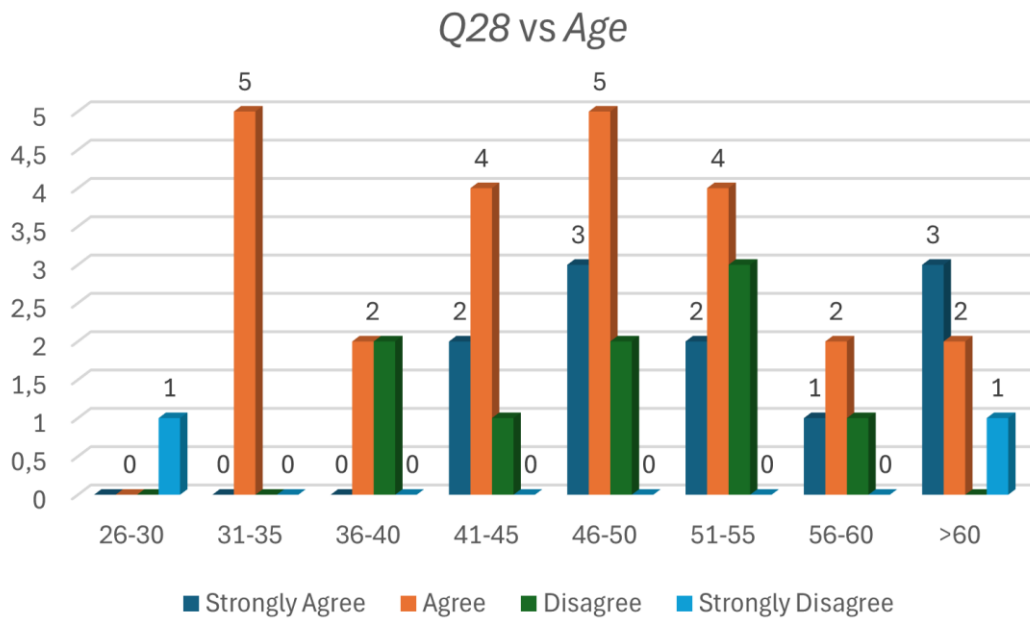


Chart 8: Data obtained from the internal gap analysis survey, contrasting the variables Age and Q28 within CICANT.

## Nationality

Average rating: **Portugal**

Table 3: Data retrieved from Jasp related with the nationality levels within CICANT response pool.

Nationality	Frequency	Percent
Brazil	4	8.696
Croatia	1	2.174
Poland	2	4.348
Portugal	37	80.435
Serbia	1	2.174
United States of America	1	2.174

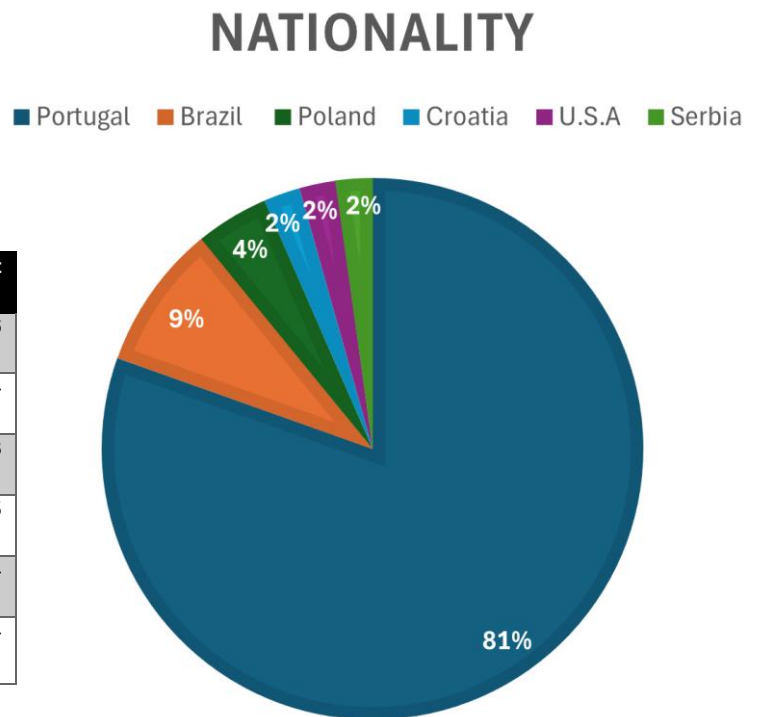


Chart 9: Percentages of nationality levels within the research unit observed in the CICANT response pool.

- Considering the data collected regarding Nationality, the sample shows a higher prevalence of Portuguese researchers/staff members, accounting for approximately 81% of the total responses (Table 3/Chart 9).
- When comparing the data between CICANT and other research units at Lusófona University, it appears that there is an ongoing challenge with diversity within the university's internal structure. However, CICANT demonstrates relatively more positive results in this regard, with 19.6% of responses coming from international individuals, in contrast to the broader university average of 5.8% (Table 51). At the individual level, data from each research unit reflects this tendency, with most units' responses showing a predominantly Portuguese composition in terms of researchers and staff members (Table 52).
- CICANT demonstrates a strong [non-discrimination policy](#), consistently reflected in all job offers (e.g. point 15). The institution is committed to attracting the most qualified candidates and ensuring there is no tendency toward either negative or positive discrimination.

- This assumption of a lack of discrimination behavior is visible in Chart 10, showing wide variation in nationalities and professional positions, demonstrating that nationality is not a factor considered in the integration of researchers into the institution. Looking at Q10 (Non-discrimination), this once again reflects an organizational culture firmly grounded in diversity and equality, with no negative responses (e.g., 'disagree' or 'strongly disagree') recorded in this category. Similarly, Chart 14 (relation with Q14-Selection) highlights the integrity of the selection processes and the ethical standards upheld by selection committees in candidate evaluations, reflecting researchers' perceptions that decisions are guided by a principled commitment to meritocracy.
- Over the years, CICANT has invested in various activities aimed at promoting diversity and equity (e.g. <https://cicant.ulusofona.pt/agenda-news/news-events/425-cicant-promotes-new-round-table-between-theory-and-practice-towards-inclusivity-and-diversity-in-academia?highlight=WyJkaXZlcnNpdHkiXQ==>), as well as in international projects that have fostered a multicultural presence within the institution and strengthened collaborative ties with other cultures and work practices. One of the most illustrative actions/projects reflecting this proactive effort to attract talent from any country is the collaboration in FilmEU (<https://www.filmeu.eu/>) an European university that counts with an association of eight leading higher education institutions from across the member states and all parts of Europe, and that aims to shape the education landscape for the screen arts in Europe and beyond.

*Nationality vs Professional Position*

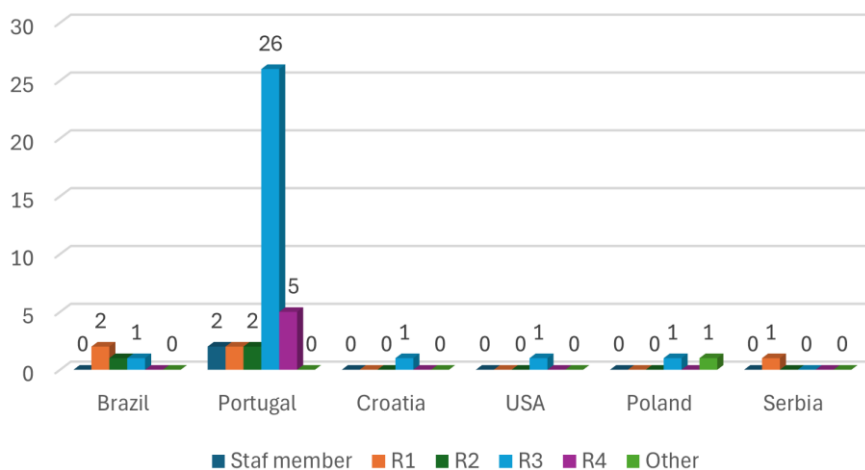


Chart 10: Data obtained from the internal gap analysis survey, contrasting the variables *Nationality* and *Professional Position* within CICANT.

### Nationality vs Q10

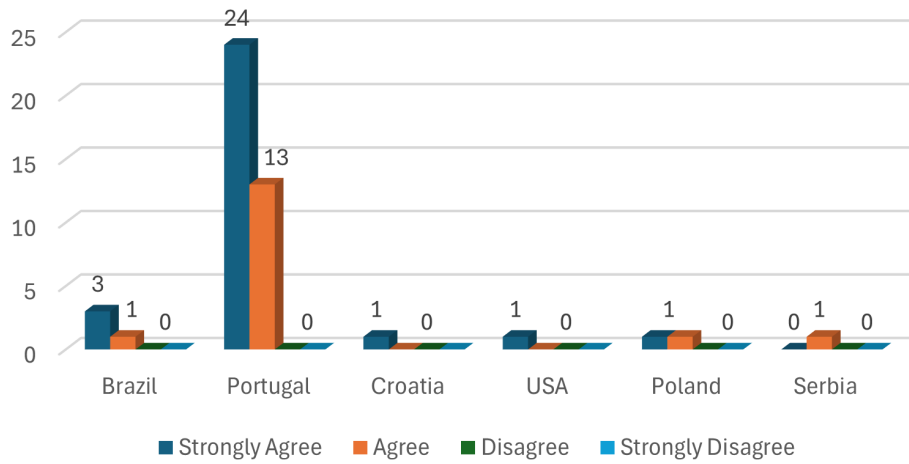


Chart 11: Data obtained from the internal gap analysis survey, contrasting the variables *Nationality* and *Q10* within CICANT.

### Nationality vs Q14

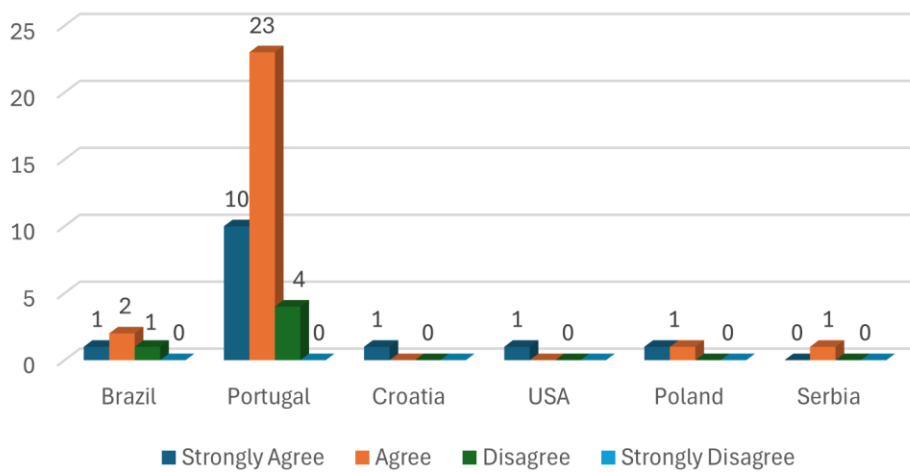


Chart 12: Data obtained from the internal gap analysis survey, contrasting the variables *Nationality* and *Q14* within CICANT.

## Ethnicity

Average rating: **Caucasian/White**

Table 4: Data retrieved from Jasp related with the ethnicity levels within CICANT response pool.

Ethnicity	Frequency	Percent
Asian	0	0.000
Black/African	0	0.000
Caucasian/White	38	82.609
Hispanic/Latino	4	8.696
Multiracial	3	6.522
Native American	0	0.000
Other	1	2.174

## ETHNICITY

■ Caucasian/White ■ Hispanic/Latino  
■ Multiracial ■ Other

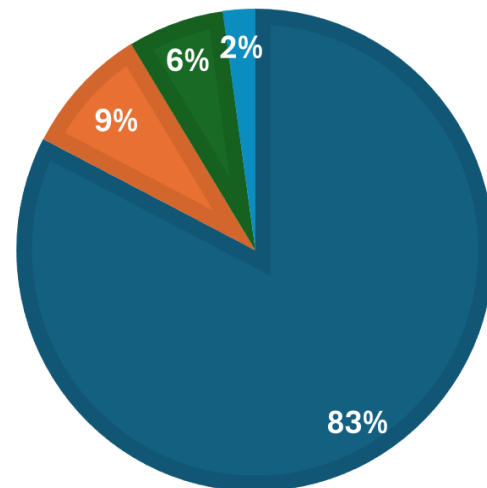


Chart 13: Percentages of ethnicity levels within the research unit observed in the CICANT response pool.

- Considering the Ethnicity variable, it is possible to identify a high proportion of individuals of Caucasian/White ethnicity (around 83%).
- Building on the considerations regarding the Nationality variable, the issue of ethnicity not only follows the same pattern but is also more representative in CICANT compared to the other research units within the institution (Table 51/ Table 52).
- By analyzing Ethnicity in contrast with other variables, it is possible to understand a tendency toward a low presence of prejudice or practices against diversity. This understanding is supported by Chart 14 (Recruitment) which shows that CICANT researchers, regardless of their ethnicity, do not perceive discrimination in the admission processes during recruitment. Additionally, Chart 15 (Funding and Salaries) and Chart 16 (Seniority) also shows a positive response rate across all ethnicities, making it possible to perceive that there are no discriminatory attitudes regarding salary and positions filled, as well as regarding permanence and stability at the institution.
- The issue of ethnicity is closely correlated with nationality, and once again, we highlight the various initiatives developed by the institution to ensure a diverse work

environment and robust policies against discrimination, as well as a firm commitment to meritocracy.

- An initiative implemented at the university and encompassing CICANT is the development and action of the CLAIM (<https://www.ulusofona.pt/claim>), spaces created to welcome, inform, and support migrants, assisting them in various aspects of daily life, with the mission of providing support throughout the entire process of reception and integration. This is an example that demonstrates the institution's efforts to ensure the best conditions for everyone and to draw in exceptional talent.

*Ethnicity vs Q12*

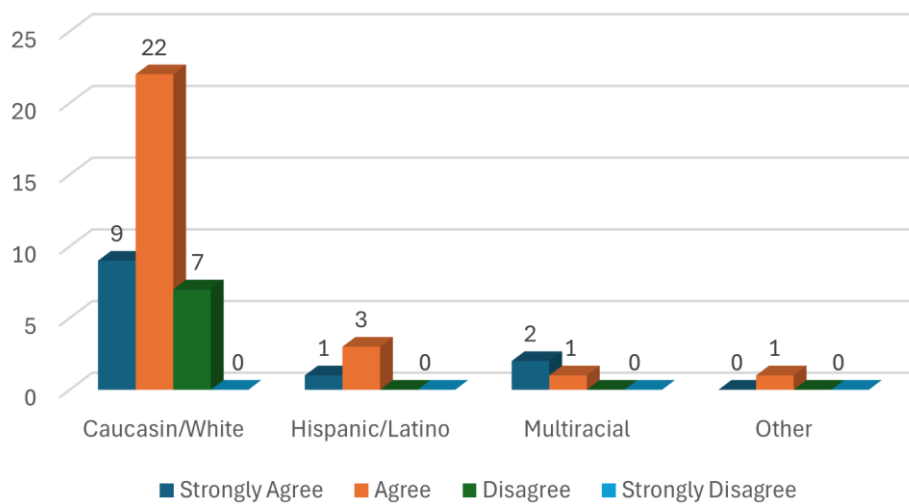


Chart 14: Data obtained from the internal gap analysis survey, contrasting the variables *Ethnicity* and *Q12* within CICANT.

### Ethnicity vs Q26

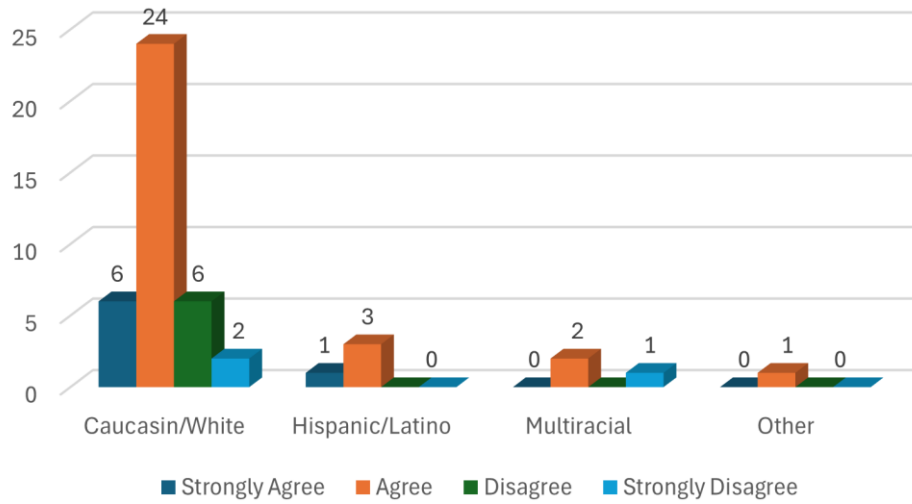


Chart 15: Data obtained from the internal gap analysis survey, contrasting the variables *Ethnicity* and *Q26* within CICANT.

### Ethnicity vs Seniority

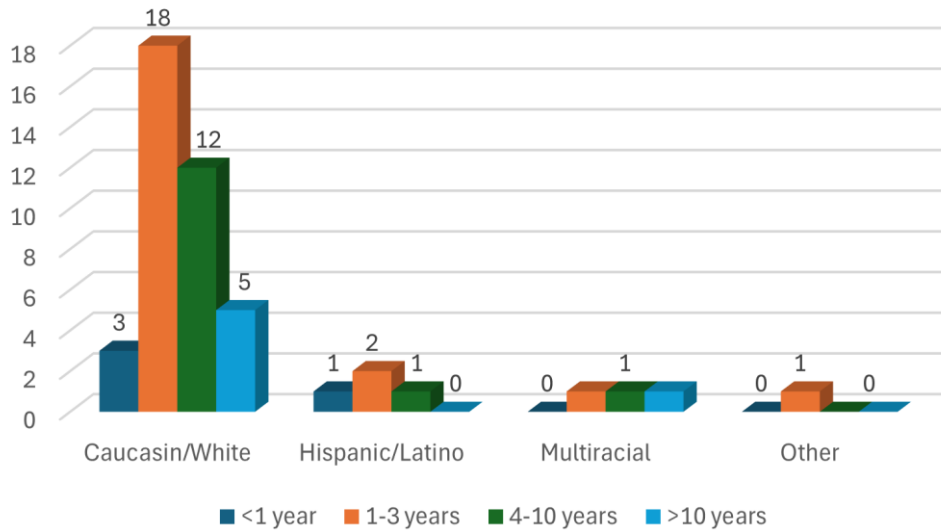


Chart 16: Data obtained from the internal gap analysis survey, contrasting the variables *Ethnicity* and *Seniority* within CICANT.

## Difficulties experienced on a daily basis

Average rating: **None**

Table 5: Data retrieved from Jasp related with the daily difficulties felt within CICANT response pool.

Difficulties	Frequency	Percentage
Hearing impairment	0	0.000
Learning impairment	0	0.000
None	41	89.130
Other	1	2.174
Physical/Mobility impairment	0	0.000
Psychological impairment	2	4.348
Psychological impairment / Communication/Social impairment	1	2.174
Visual impairment	1	2.174

## DIFFICULTIES EXPERIENCED ON A DAILY BASIS

■ Visual  
■ Psychological and Social  
■ Psychological  
■ None  
■ Other

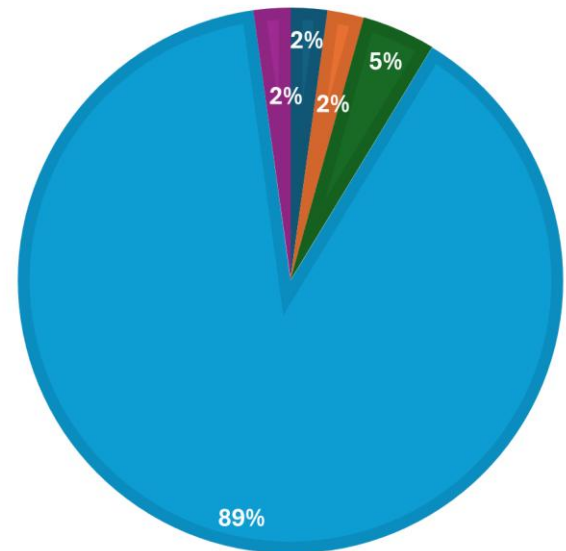


Chart 17: Percentages of daily difficulties felt within the research unit observed in the CICANT response pool.

- The majority of researchers at CICANT do not face any type of difficulty that could make their day-to-day life more challenging, with 89% of the respondents answering 'None' to this question (Table 5).
- Looking at the data broadly, this trend of not experiencing any kind of difficulty is more prevalent across the rest of the institution (Table 51), with slightly higher observations at CICANT, particularly regarding issues related to psychological impairments.
- Although the number is relatively low, the institution also has support proposals/initiatives available, such as SPIC - Psychology, Innovation, and Knowledge Service (<https://spic.ulusofona.pt/>).

## Professional position

Average rating: **R3- Established Researcher**

Table 6: Data retrieved from Jasp related with the professional position levels within CICANT response pool.

Professional position	Frequency	Percent
Other	1	2.174
R1 - First Stage Researcher	5	10.870
R2 - Recognised Researcher	3	6.522
R3 - Established Researcher	30	65.217
R4 - Leading Researcher	5	10.870
Staff member	2	4.348

## PROFESSIONAL POSITION

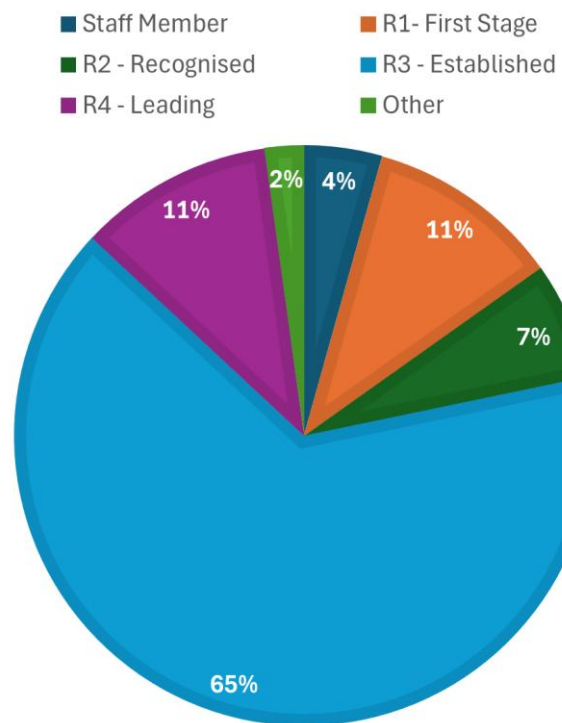


Chart 18: Percentages of professional position levels observed in the CICANT response pool.

- The trend in this question shows a high presence of researchers of level R3 -Established Researcher (~65%) (Table 6). Once again, the data shows a low percentage of early career researchers (11%) despite the initiatives already implemented and ongoing.
- Another point that needs to be taken into account is that CICANT researchers may not be fully aware of this type of international career positioning scale/level and may not have positioned themselves correctly, in this case, potentially biasing the data.
- Although there is a low number of R1-first stage researchers and staff members, the majority of CICANT's collaborators, regardless of their professional position or rank, feel recognized and acknowledged in terms of their professional expertise and qualifications, as can be seen in Chart 19 (Recognition of qualifications) and Chart 20 (Recognition of the profession).
- The overall data show a higher presence of experienced researchers (R3-R4) at approximately 85.8%, while the proportion of early-career or less experienced researchers is lower, at around 11.6%. In comparison, CICANT presents a response rate of 76.1% for R3-R4 researchers and approximately 17.4% for R1-R2 researchers. The

percentage of staff members is lower in the general data. (Table 51). The same trend is observed when analyzing each research unit individually, with all units having an average rating indicating the greater presence of R3 researchers. (Table 52). These findings further emphasize the clear need for the institution to develop initiatives and promote actions focused on attracting, integrating, and supporting early-career researchers.

### Professional Position vs Q19

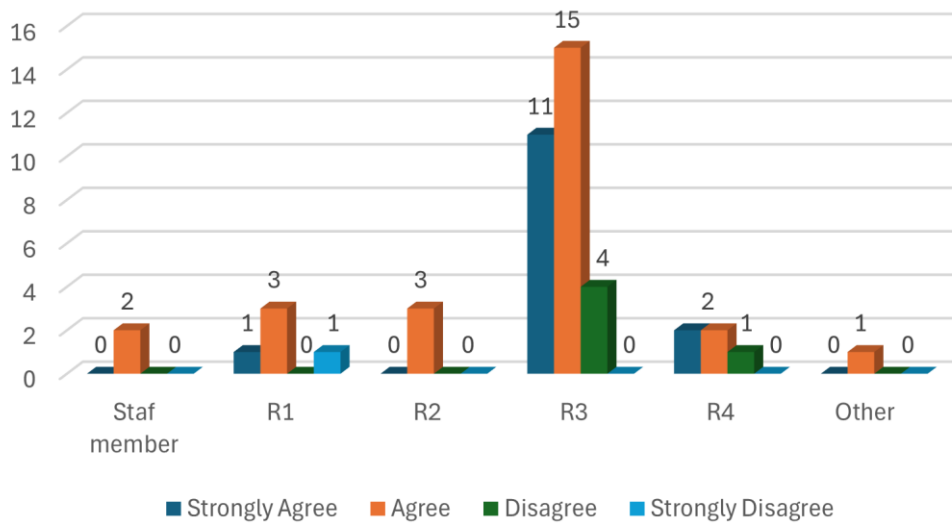


Chart 19: Data obtained from the internal gap analysis survey, contrasting the variables *Professional Position* and *Q19* within CICANT.

### Professional Position vs Q22

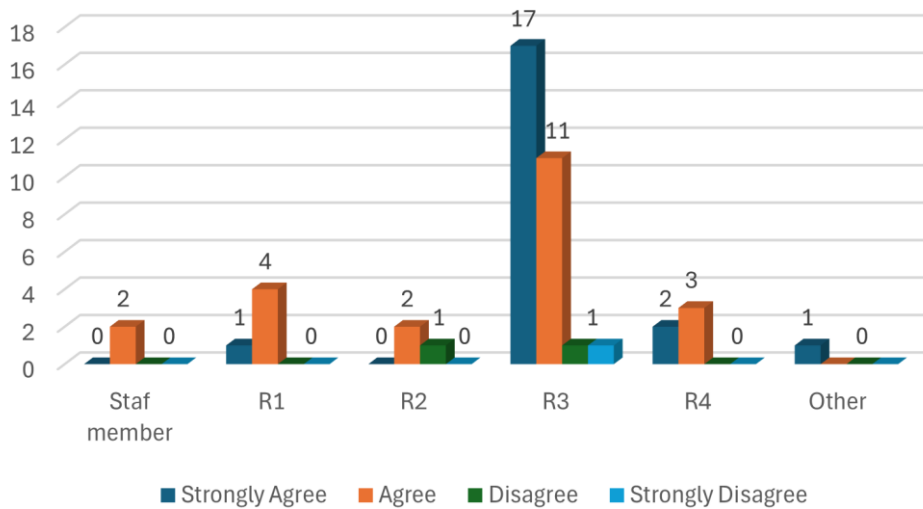


Chart 20: Data obtained from the internal gap analysis survey, contrasting the variables *Professional Position* and *Q22* within CICANT.

## Level/Title of education

Average rating: **Doctorate (PhD)**

Table 7: Data retrieved from Jasp related with the level/title of education levels within CICANT response pool.

Level/Title of education	Frequency	Percent
Aggregation	4	8.696
Bachelor's degree	1	2.174
Doctorate (PhD)	26	56.522
Master's degree	6	13.043
Post-Doctorate	9	19.565

## LEVEL/TITLE OF EDUCATION

■ Bachelor's degree 
 ■ Master's degree 
 ■ Doctorate (PhD) 
 ■ Post-Doctorate 
 ■ Aggregation

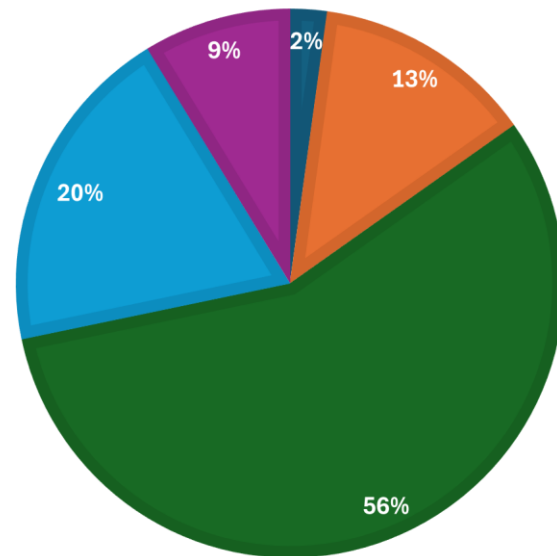


Chart 21: Percentages of level/title of education levels observed in the CICANT response pool.

- The vast majority of researchers/staff members at CICANT holds a PhD (56,5%), reflecting the institution's commitment to promoting high qualifications and ensuring alignment with the legal and procedural requirements for hiring and recruiting professionals to join the institution.
- When analyzing the data overall, about 10.3% hold only a master's or bachelor's degree, while approximately 89.7% have a PhD or a higher title (postdoc or aggregation). These figures are higher compared to CICANT, which has a larger percentage of researchers/staff members with only a master's or bachelor's degree (around 15.2%) and about 84.8% with a PhD or a higher title (Table 51). Individually, the research units show the same trend, with the great majority having an average rating reflecting the possession of a PhD (Table 52).
- It is worth noting that CICANT, as well as the Lusófona University, seeks to support its collaborators in advancing their careers and progressing with their studies and

knowledge acquisition. Various measures are in place to assist collaborators/researchers in continuing their education and participating in diverse training opportunities.

- An example of this support is the initiative organized by Lusófona University, which encompasses CICANT, and is held twice a year: the "Jornadas de Capacitação Pedagógica – Ensino Lusófona" (Pedagogical and Research Training Days). These events span five days and include a training program with 15 to 20 different sessions covering a wide variety of thematic fields.

### **In which year did you obtain your doctorate?**

The data spans from 1999 to 2023, with an emphasis on 2015 and 2020 years that have a high frequency of occurrences. While earlier years are less represented, the overall trend suggests increasing PhD attainment over time, especially in the last decade (2012–2023), showing an alignment between the number of researchers and their respective qualifications.

### In my research unit I am part of?

Average rating: **Integrated Researchers**

Table 8: Data retrieved from Jasp related with the position levels within CICANT response pool.

In my research unit I am part of?	Frequency	Percent
Collaborator Researchers	1	2.174
Integrated Researchers	39	84.783
Other situation	0	0.000
PhD Students	6	13.043

### IN MY RESEARCH UNIT I AM PART OF?

■ Integrated Researchers ■ Collaborators Researchers ■ PhD Students

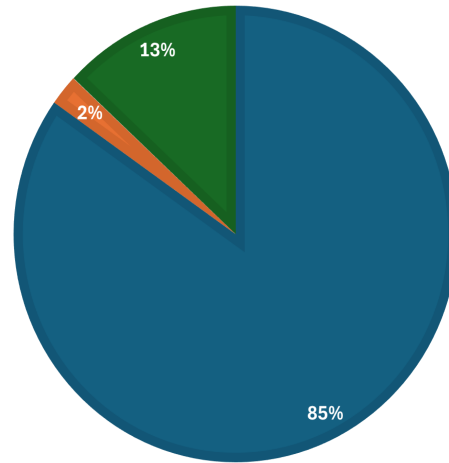


Chart 22: Percentages of position levels within the research unit observed in the CICANT response pool.

- The most relevant percentage in this question shows approximately 85% with regard to the presence of integrated researchers at CICANT (Table 8).
- As previously mentioned, this topic highlights the lack of integrated PhD students within the research institution (Chart 6) showing only around 13% of presence.
- The analysis of the overall data shows a relatively higher rate of collaborating researchers (around 26.4%), and a lower rate of PhD students integrated into the research units (approximately 7.1%). Looking at the research units individually, only Intrepid Lab presents an average rating of collaborating researchers, with practically all the other research unit showing an average rating of integrated researchers (Table 52).
- A high number of researchers in integrated positions at the research institution may be a sign of the reforms implemented in recent years across the institution as a whole (Lusófona University and CICANT) in an effort to make research careers less precarious, fairer and more dignified.
- A high number of integrated researchers may also be an indicator of the initiatives made available by the institution to help its collaborators advance professionally, ensuring they acquire the necessary skills and qualifications to meet the requirements to be fully integrated in the research institution.

## Seniority in the current research unit

Average rating: **1-3 years**

Table 9: Data retrieved from Jasp related with the seniority levels within CICANT response pool.

Seniority	Frequency	Percent
1-3 years	22	47.826
4-10 years	14	30.435
<1 year	4	8.696
>10 years	6	13.043

## SENIORITY IN THE CURRENT RESEARCH UNIT

■ <1 year ■ 1-3 years ■ 4-10 years ■ >10 years

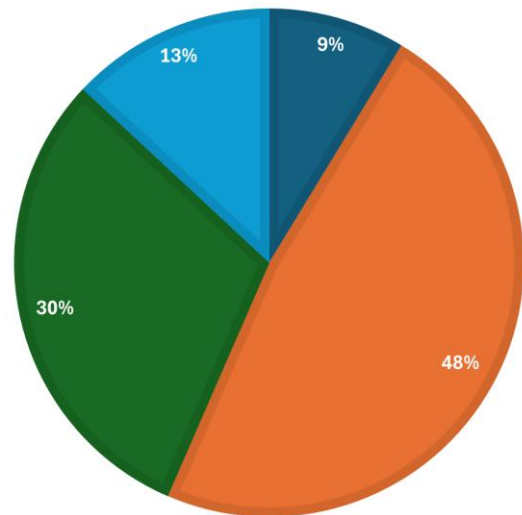


Chart 23: Percentages of seniority levels within the research unit observed in the CICANT response pool.

- The institution demonstrates consistency and stability in the availability and permanence of the research positions, despite CICANT having an average seniority percentage between 1-3 years (around 48%), the percentage of seniority 4-10 years is equally positive (30,4%) (Table 9 / Chart23).
- The overall data shows a slightly higher percentage of researchers with less than 1 year of seniority (14.8%) and a slightly lower percentage of researchers with 4-10 years of seniority (around 25.8%). Most research units present an average rating similar to CICANT's, with a seniority between 1-3 years. This phenomenon can be related with the recent formation of several research units, including CEAD, Intrepid Lab, and LusoGlobe, which have been operational for only about 1 to 2 years. This may have influenced the results.
- When examining the interconnection between seniority and age (Chart 24), it is possible to observe that no age group is treated differently. There are younger individuals who have been at the institution for some time, and it is also evident that a reasonable percentage of people over 46 years have remained at the institution for more than 10 years. This demonstrates the importance the institution places on creating the best

working conditions and ensuring the greatest possible stability. The low presence of individuals under 30 years aligns with what has already been mentioned in this report regarding the lack of early career researchers and PhD students integrated in the institution, although age is not dependent on the seniority variable (chi-squared test  $p$ -value-0,059) but tends to show a correlation.

- Chart 25 (Professional Position) shows no trend or correlation between professional position and length of permanence in the institution, making it clear that there is no alteration or differentiating behavior based on the qualifications or CVs of the candidates/researchers.
- When it comes to qualifications and recruitment-related matters, the vast majority of researchers, regardless of how long they have been at the institution, hold a favorable view (Chart 26). This response trend supports the organization's commitment to adhering to merit-based principles, ensuring that no obstacles or prejudices affect the evaluation of all candidates' and researchers' qualifications.

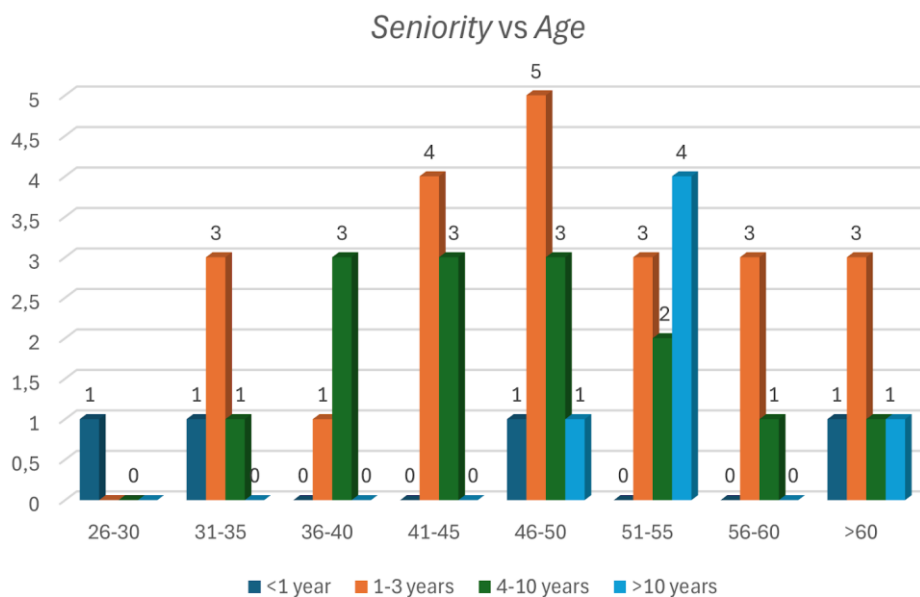


Chart 24: Data obtained from the internal gap analysis survey, contrasting the variables *Age* and *Seniority* within CICANT.

### Seniority vs Professional Position

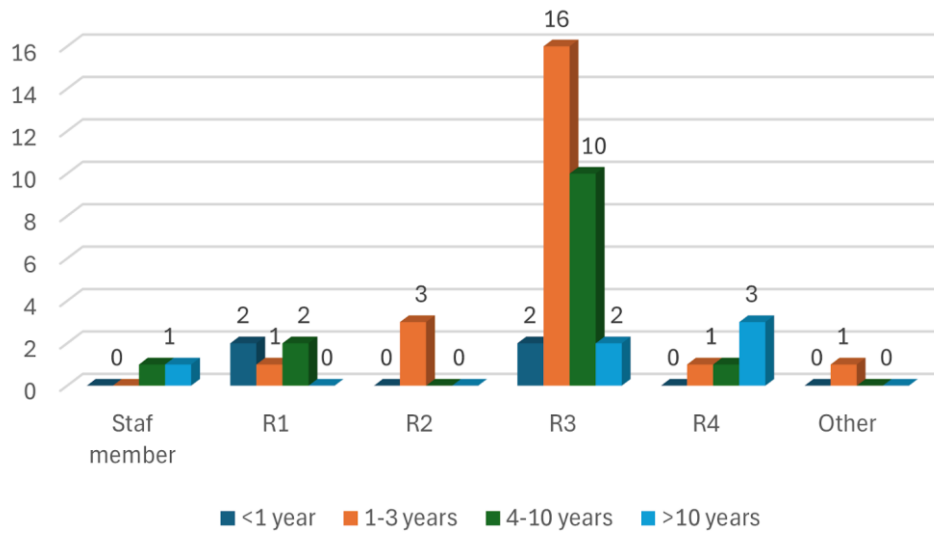


Chart 25: Data obtained from the internal gap analysis survey, contrasting the variables *Professional Position* and *Seniority* within CICANT.

### Seniority vs Q20

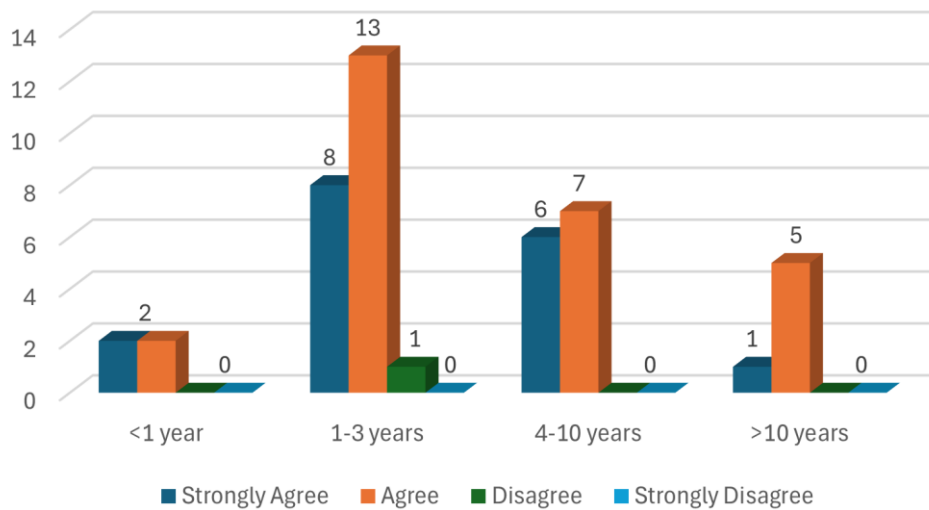


Chart 26: Data obtained from the internal gap analysis survey, contrasting the variables *Q20* and *Seniority* within CICANT.

## Externally funded (e.g. FCT, Horizon, others)

Average rating: 50/50

Table 10: Data retrieved from Jasp related with externally funded researchers within CICANT response pool.

Externally funded	Frequency	Percent
No	23	50.000
Yes	23	50.000

## EXTERNALLY FUNDED (E.G. FCT, HORIZON, OTHERS)

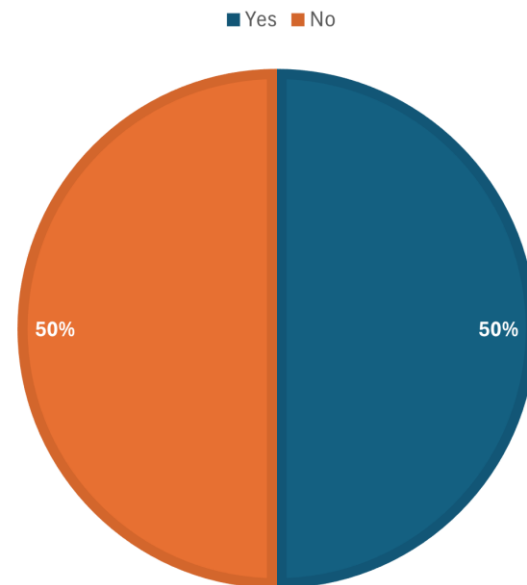


Chart 27: Percentages of externally funded researchers within the research unit observed in the CICANT response pool.

- Regarding financial resources, CICANT shows a proportional distribution between the percentage of researchers with external funding and the number of researchers with internal funding (Table 10).
- Regarding funding, the overall data shows a predominance of internal funding. In terms of individual research centers, only COPELABS and CeiED display a greater tendency toward external funding, while the majority of research units have an average rating reflecting reliance on internal funds. CICANT presents a proportional distribution regarding this topic, just like CBIOS, CRGroup, and RCM2+. This significant presence of external funding also demonstrates the institution's commitment to creating and developing research projects, as well as encouraging its collaborators to participate in projects and grants that allow them to enhance their skills and enrich their CVs.
- CICANT has created conditions for research development and has been the leader of over 40 national and international projects supported by several funding european programmes, such as Erasmus +, FP7, ISF, H2020, Media Programme.

## 2. Ethical and Professional Aspects

### Q1- RESEARCH FREEDOM

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

#### Q1- Research freedom

Average rating: **Agree**

Table 11: Data retrieved from Jasp related with the responses from the first question of the survey.

Q1	Frequency	Percent
Agree	23	50.000
Disagree	2	4.348
Strongly agree	17	36.957
Strongly disagree	4	8.696

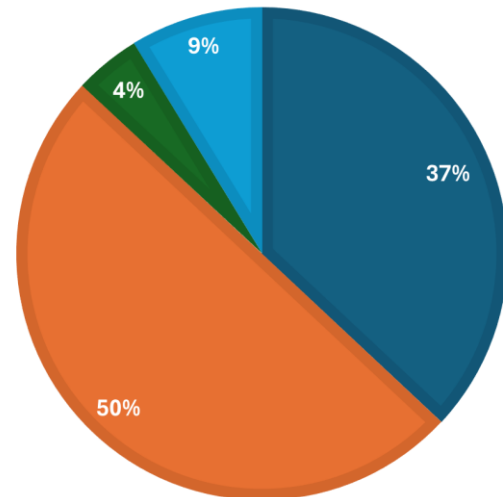


Chart 28: Percentages of response from the first question of the survey observed in the CICANT response pool.

- Regarding the freedom in the research process, about 50% of the researchers agree that CICANT provides the conditions and autonomy for scientific research to be creative and in service of society, within the possible conditions afforded by the institution. For "strongly agree," we also have a high rate of approximately 37%.
- The rate of negative responses is only about 13% ("disagree" and "strongly disagree"). This question has the highest rate in the "strongly disagree" category with around 9%.
- Comparing CICANT 's numbers with the general data, it is possible to understand a higher percentage of "strongly agree" response rate regarding this point in the rest of the institution as its entirety (Table 51). However, looking individually at each research unit, CICANT follows the trend, as most research units have an average rating of "agree" responses (Table 52).

## Q2- Ethical principles

Average rating: **Agree**

Table 12: Data retrieved from Jasp related with the responses from the second question of the survey.

Q2	Frequency	Percent
Agree	30	65.217
Disagree	3	6.522
Strongly agree	12	26.087
Strongly disagree	1	2.174

## Q2- ETHICAL PRINCIPLES

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

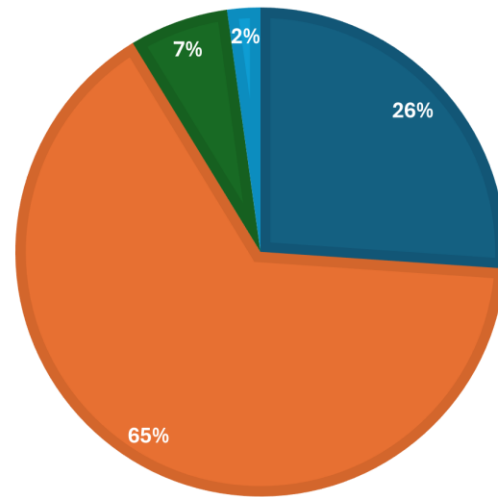


Chart 29: Percentages of response from the second question of the survey observed in the CICANT response pool.

- In ethical terms, the institution shows a high rate of positive responses with approximately 65% proving that the institution fosters and disseminates ethical principles within research strategic lines and promotes these ideals in the development of projects and research investigations. A 26% response rate of "strongly agree" adds robustness to this statement.
- The response rate is relatively low with only 9% overall, representing just 2% of "strongly disagree" responses.
- Analyzing CICANT's numbers in comparison to the general data reveals that CICANT is aligned with the institution's average rating. However, the overall institutional data shows a significantly higher percentage of "strongly agree" responses compared to CICANT's rates (Table 51). When examining the research units individually, the majority reflect an average rating leaning toward "strongly agree" responses on this topic (Table 52).

### Q3- Professional responsibility

Average rating: **Agree**

Table 13: Data retrieved from Jasp related with the responses from the third question of the survey.

Q3	Frequency	Percent
Agree	22	47.826
Disagree	6	13.043
Strongly agree	18	39.130
Strongly disagree	0	0.000

### Q3- PROFESSIONAL RESPONSIBILITY

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

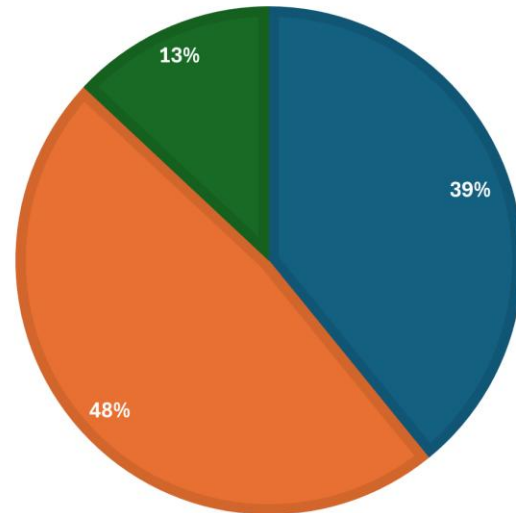


Chart 30: Percentages of response from the third question of the survey observed in the CICANT response pool.

- The response rate for this question was approximately 48% within the "agree" category and about 39% in the "strongly agree" category. This shows that the majority of the research team believes that CICANT has the conditions to ensure investigative activity that is relevant to society and innovation, while also assuming the responsibility of maintaining original and creative research, respecting the work already developed within the institution as well as by other research centers.
- The question shows only a 13% rate of negative responses, and solely in the "disagree" dimension. It does not include any "strongly disagree" answers.
- In correlation with the general data, CICANT falls within the same average trend, as the majority of the general data also shows "agree" as the parameter with the highest response rate. However, despite having only a response rate of about 10% negative answers (lower than CICANT's), approximately 3% fall within the "strongly disagree" category (Table 51). At the individual level (each research institution), CICANT is aligned with the average rate of "agree" (Table 52).

## Q4- Professional attitude

Average rating: **Agree**

Table 14: Data retrieved from Jasp related with the responses from the fourth question of the survey.

Q4	Frequency	Percent
Agree	25	54.348
Disagree	7	15.217
Strongly agree	14	30.435
Strongly disagree	0	0.000

## Q4- PROFESSIONAL ATTITUDE

■ Strongly Agree    ■ Agree  
■ Disagree    ■ Strongly Disagree

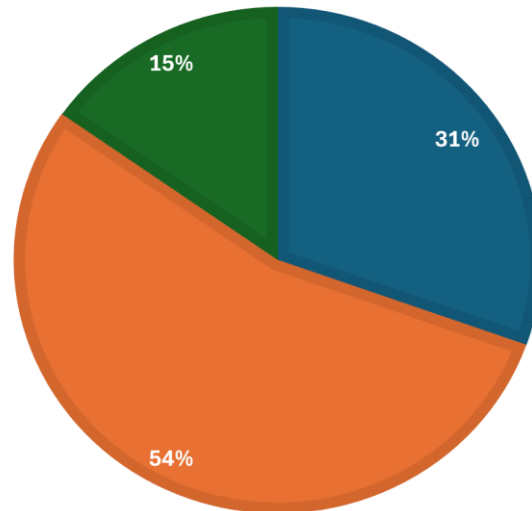


Chart 31: Percentages of response from the fourth question of the survey observed in the CICANT response pool.

- The response rate for this question was approximately 48% within the "agree" category and about 39% in the "strongly agree" category. This shows that the majority of the research team believes that CICANT has the conditions to ensure investigative activity that is relevant to society and innovation, while also assuming the responsibility of maintaining original and creative research, respecting the work already developed within the institution as well as by other research centers.
- The question shows only a 13% rate of negative responses, and solely in the "disagree" dimension. It does not include any "strongly disagree" answers.
- In correlation with the general data, CICANT falls within the same average trend, as the majority of the general data also shows "agree" as the parameter with the highest response rate. However, despite having only a response rate of about 10% negative answers (lower than CICANT's), approximately 3% fall within the "strongly disagree" category (Table 51). At the individual level (each research institution), CICANT is aligned with the average rate of "agree" (Table 52). It is worth noting that only RCM2+ shows an average rating leaning toward 'disagree'.

## Q5- Contractual and legal obligations

## Q5- CONTRACTUAL AND LEGAL OBLIGATIONS

Average rating: **Agree**

Table 15: Data retrieved from Jasp related with the responses from the fifth question of the survey.

Q5	Frequency	Percent
Agree	30	65.217
Disagree	5	10.870
Strongly agree	11	23.913
Strongly disagree	0	0.000

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

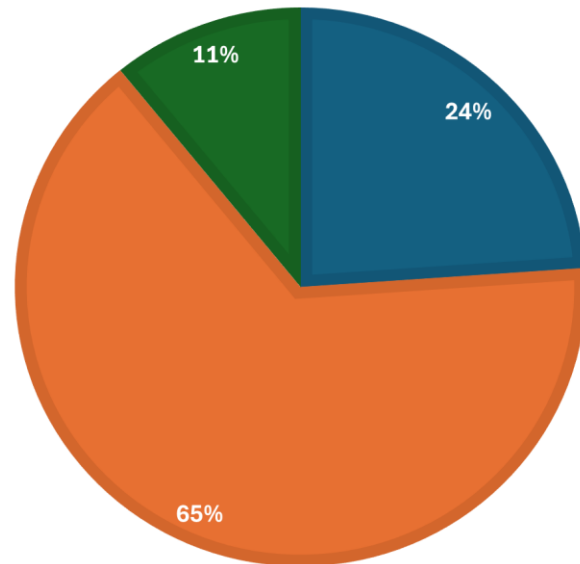


Chart 32: Percentages of response from the fifth question of the survey observed in the CICANT response pool.

- In terms of contractual and legal issues, it was observed that approximately 65% of the respondents selected the "agree" category and about 24% the "strongly agree" category. These data show that the researchers who responded to this survey consider that CICANT disseminates the necessary information regarding national and institutional regulations concerning working conditions and training issues, while also ensuring transparency on matters of intellectual and contractual rights, contract-related issues, and questions related to acquisition of possible funding.
- The question shows only around 11% rate of negative responses, and solely in the "disagree" dimension. It does not include any "strongly disagree" answers.
- In correlation with the general numbers, CICANT falls within the same average trend, as the majority of the general data also shows "agree" as the parameter with the highest response rate. However, approximately 2% of the response rate falls within the "strongly disagree" category (Table 51). At the individual level (each research unit), CICANT is aligned with the average rate of "agree" (Table 52). It is worth noting that only CRGroup shows an average rating leaning toward 'disagree'.

## Q6-Accountability

Average rating: **Agree**

Table 16: Data retrieved from Jasp related with the responses from the sixth question of the survey.

Q6	Frequency	Percent
Agree	23	50.000
Disagree	4	8.696
Strongly agree	19	41.304
Strongly disagree	0	0.000

## Q6-ACCOUNTABILITY

■ Strongly Agree    ■ Agree  
■ Disagree    ■ Strongly Disagree

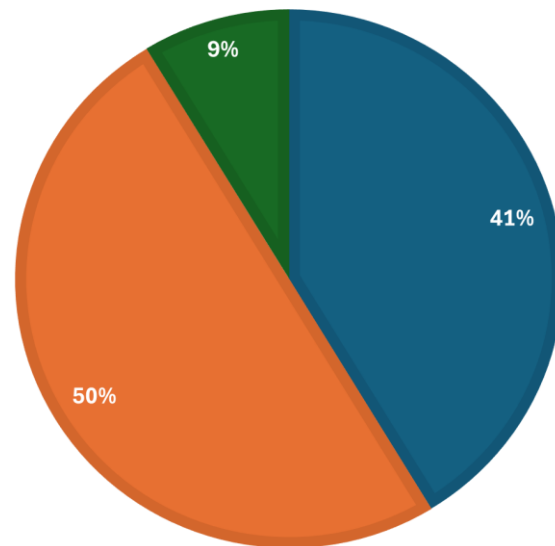


Chart 33: Percentages of response from the sixth question of the survey observed in the CICANT response pool.

- When analyzing the matter of accountability, the response trend also aligns with the 'agree' parameter, with 50% of the respondents considering that CICANT does ensure its researchers are adequately informed of the institution's accountability toward their employers, partners and other correlated organizations, as well as, on ethical grounds in general. Also 41% rate of response towards "strongly agree" backs up this elation, with the response rate in this category being one of the highest among the 40 pillars.
- The data shows only around 9% of negative responses, and solely in the "disagree" dimension. It does not include any "strongly disagree" answers.
- In line with the overall data, CICANT follows the same average trend, with "agree" being the most common response, similar to the general results. However, about 2.5% of responses fall under the "strongly disagree" category (Table 51). At the individual research unit level, CICANT remains consistent with the average "agree" response rate (Table 52).

## Q7- Good practice in research

Average rating: **Agree**

Table 17: Data retrieved from Jasp related with the responses from the seventh question of the survey.

Q7	Frequency	Percent
Agree	33	71.739
Disagree	3	6.522
Strongly agree	10	21.739
Strongly disagree	0	0.000

## Q7- GOOD PRACTICE IN RESEARCH

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

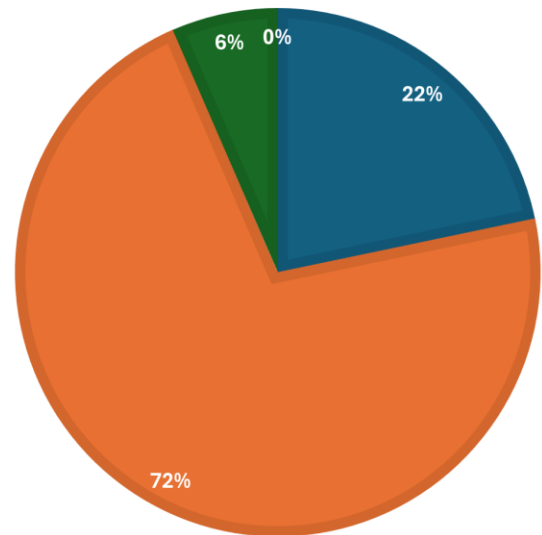


Chart 34: Percentages of response from the seventh question of the survey observed in the CICANT response pool.

- In terms of good research practices, an overwhelming 72% agrees that CICANT ensures all requirements and processes are always conducted in compliance with legislation. Additionally, approximately 22% "strongly agree" that the institution provides the necessary information and methodology to ensure a safe, legal, and protected approach for its team during the research process.
- A minimal 6.5% disagrees with this statement, while no responses fall under "strongly disagree."
- CICANT has a higher percentage of "agree" responses compared to the general data. However, it remains aligned with the average rating as well as the trend observed in other research units when analyzed individually (Table 52).

## Q8- Dissemination, exploitation of results

Average rating: **Agree**

Table 18: Data retrieved from Jasp related with the responses from the eighth question of the survey.

Q8	Frequency	Percent
Agree	27	58.696
Disagree	5	10.870
Strongly agree	14	30.435
Strongly disagree	0	0.000

## Q8- DISSEMINATION, EXPLOITATION OF RESULTS

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

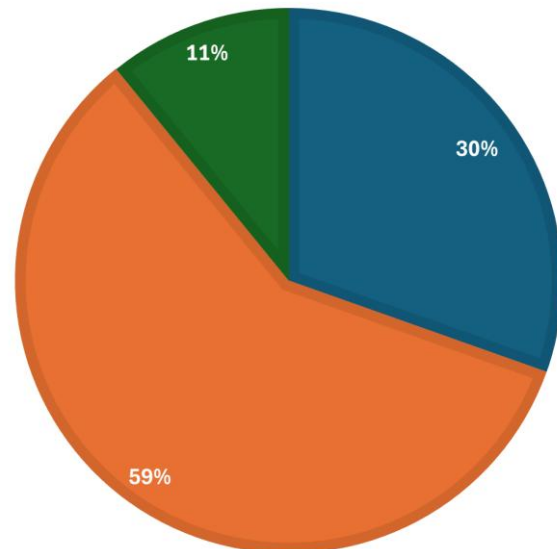


Chart 35: Percentages of response from the eighth question of the survey observed in the CICANT response pool.

- When it comes to CICANT's ability to provide resources for researchers to share their discoveries and support the exploitation of their work in a safe way that ensures the researcher's safety, around 59% confirms this affirmation by selecting "agree."
- Approximately 11% express disagreement with this statement, while no responses indicate a "strongly disagree" stance.
- The percentages obtained for CICANT are very similar to the general data. Once again, CICANT falls within the group of research units with an average rating of "agree."

## Q9- Public engagement

Average rating: **Agree**

Table 19: Data retrieved from Jasp related with the responses from the ninth question of the survey.

Q9	Frequency	Percent
Agree	29	63.043
Disagree	7	15.217
Strongly agree	10	21.739
Strongly disagree	0	0.000

## Q9- PUBLIC ENGAGEMENT

■ Strongly Agree    ■ Agree  
■ Disagree        ■ Strongly Disagree

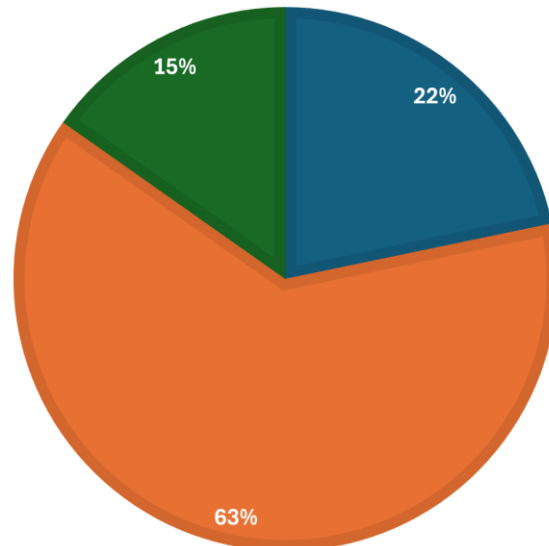


Chart 36: Percentages of response from the ninth question of the survey observed in the CICANT response pool.

- The data shows that around 63% of the researchers agree that CICANT ensures that the research activities, outcomes, deliverables and projects in development are communicated to society in general through initiatives and in a colloquial way, allowing the public's involvement and thus enhancing the public's understanding of science. The team (around 22%) strongly believes in CICANT's procedures related to this topic.
- About 15% of the response ratings indicate disagreement with this statement, and none reflects a "strongly disagree" position.
- The general data shows a higher percentage in the "strongly agree" category, a lower percentage with a negative disposition, but with 2,1% strongly disagreeing with the statement. However, the average rating is the same as CICANT's, and it is also possible to observe the same trend in the research units at the individual level.

## Q10- Non discrimination

## Q10- NON DISCRIMINATION

Average rating: **Strongly Agree**

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

Table 20: Data retrieved from Jasp related with the responses from the tenth question of the survey.

Q10	Frequency	Percent
Agree	16	34.783
Disagree	0	0.000
Strongly agree	30	65.217
Strongly disagree	0	0.000

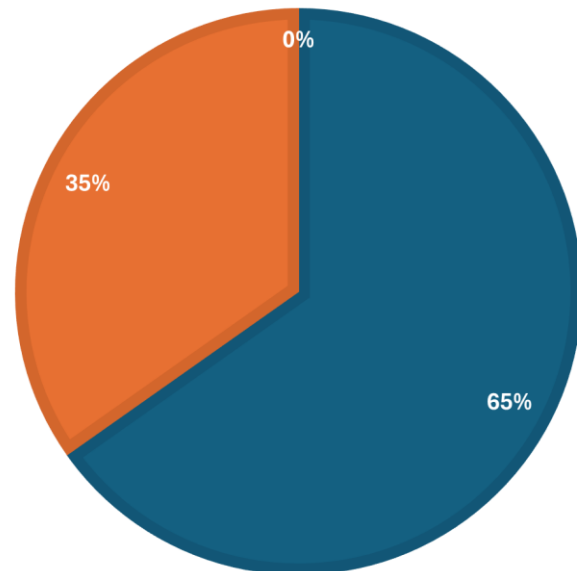


Chart 37: Percentages of response from the tenth question of the survey observed in the CICANT response pool.

- The only question with a solely positive response rate and an average of "strongly agree" (around 65%) highlights and confirms CICANT's effort to ensure that its researchers do not suffer any type or form of discrimination against in any way, looking forward to create the conditions to promote diversity and equality on gender, age, ethnicity, national origin, religion or belief, sexual orientation, language, disability, political opinion, or social and economic condition. These efforts on the institution's part have already been highlighted above, as well as some of the actions implemented and promoted for that purpose.
- No negative responses were observed in any category.
- Although around 3.3% of negative responses are visible in the general data, the trend—both at a broad level and at an individual level (each research unit)—is to have an average rating of "strongly agree."

## Q11- Periodical evaluation/appraisal system

Average rating: **Agree**

Table 21: Data retrieved from Jasp related with the responses from the eleventh question of the survey.

Q11	Frequency	Percent
Agree	27	58.696
Disagree	9	19.565
Strongly agree	10	21.739
Strongly disagree	0	0.000

## Q11- PERIODICAL EVALUATION/APPRaisal SYSTEM

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

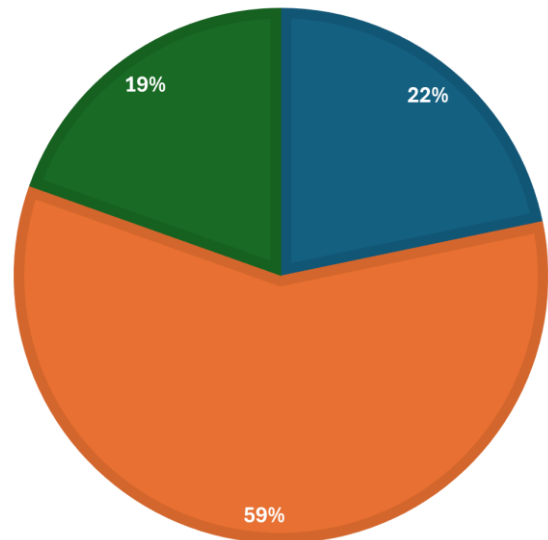


Chart 38: Percentages of response from the eleventh question of the survey observed in the CICANT response pool.

- A strong majority believe that CICANT presents the systems necessary for the evaluation and assessment of researchers (all career stages), proving this process to have the transparency and assiduity, as well as an equipped jury committee to guarantee a sensitive, correct and fair procedure. The data shows approximately 59% selecting "agree" and around 22% choosing "strongly agree" in response to this question.
- There are no responses in the "strongly disagree" category, but it is possible to see around 20% of responses not agreeing with this assumption.
- The percentages obtained for CICANT are very similar to the general data. Once again, CICANT falls within the group of research units with an average rating of "agree."
- It is worth noting that only RCM2+ shows an average rating leaning toward 'disagree'.

### 3. Recruitment

#### Q12- Recruitment (admission standards)

Average rating: **Agree**

Table 22: Data retrieved from Jasp related with the responses from the twelfth question of the survey.

Q12	Frequency	Percent
Agree	27	58.696
Disagree	7	15.217
Strongly agree	12	26.087
Strongly disagree	0	0.000

#### Q12- RECRUITMENT (ADMISSION STANDARDS)

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

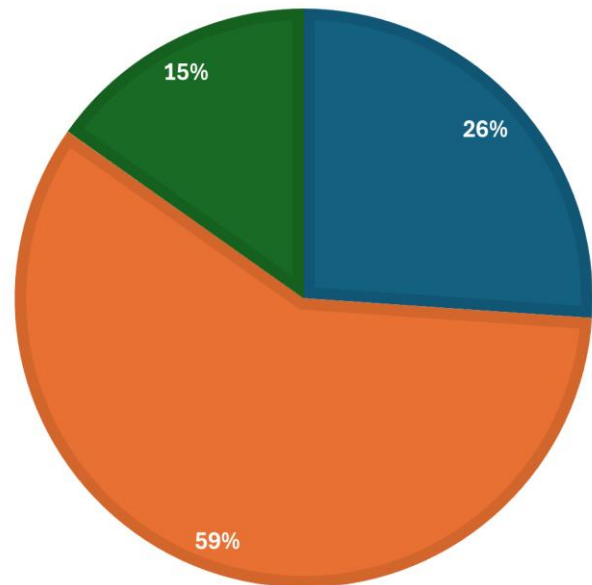


Chart 39: Percentages of response from the twelfth question of the survey observed in the CICANT response pool.

- Taking into account questions regarding admission standards at the recruitment level, the researchers around 59% consider that CICANT has the measures to ensure admission standards for all researchers/teachers despite their career level, showing also the capacities to support access for disadvantaged groups or researchers returning to a research career. Approximately 26% selected "strongly agree."
- There are no responses in the "strongly disagree" category, but it is possible to see around 15% of responses not agreeing with this affirmation.
- It is noticeable in the university's total data a slightly higher percentage of negative responses (around 17,4 – Table 51) as well as a 5,8% percentage of "strongly disagree". Looking at the data from each research unit, CICANT remains in the trend of an average rating, with the tendency leaning towards "agree."

## Q13- Recruitment (procedures)

## Q13- RECRUITMENT (PROCEDURES)

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

Average rating: **Agree**

Table 23: Data retrieved from Jasp related with the responses from the thirteenth question of the survey.

Q13	Frequency	Percent
Agree	32	69.565
Disagree	3	6.522
Strongly agree	10	21.739
Strongly disagree	1	2.174

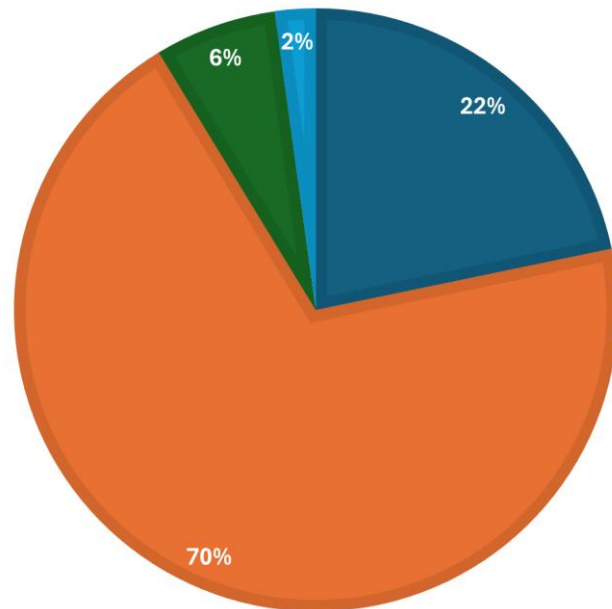


Chart 40: Percentages of response from the thirteenth question of the survey observed in the CICANT response pool.

- Regarding recruitment, but more specifically its procedures, the response rate for "agree" was higher compared to the question about admission requirements, with approximately 70% considering that CICANT ensures recruitment methodology aligned with the international guidelines and the position type, proposing advertisements with all the function description and competencies required, as well all the important information (career prospects/ working conditions/ benefits) that the candidates required during the recruitment/selection process, guaranteeing transparency, ethics and openness.
- This question shows only an 8.7% negative response rate with around 6,5% towards "disagree" and 2,2% towards "strongly disagree".
- In comparison with the general data, CICANT follows the trend of the average rating in the "agree" category. However, the general data shows a higher rate of negative responses (13,6% - Table 51). Looking at each research unit, it is notable that there is not a single institution with an average rating in the "strongly agree" category, and only RCM2+ shows an average rating leaning toward "disagree".

## Q14- Selection

Average rating: **Agree**

Table 24: Data retrieved from Jasp related with the responses from the fourteenth question of the survey.

Q14	Frequency	Percent
Agree	27	58.696
Disagree	5	10.870
Strongly agree	14	30.435
Strongly disagree	0	0.000

## Q14- SELECTION

■ Strongly Agree    ■ Agree  
■ Disagree    ■ Strongly Disagree

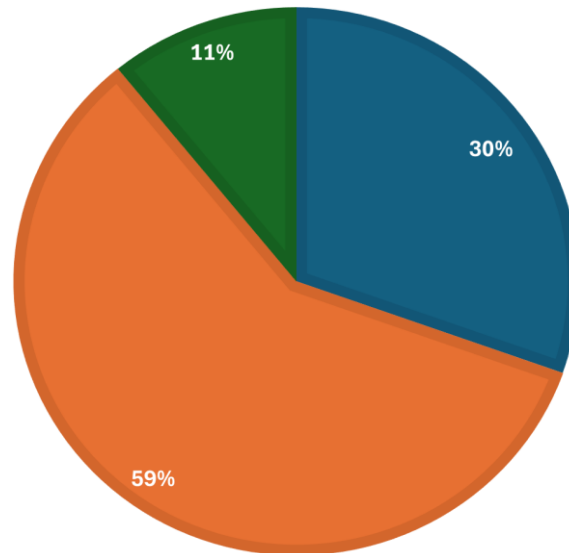


Chart 41: Percentages of response from the fourteenth question of the survey observed in the CICANT response pool.

- In an overall approximately 59% of the respondents believe that the selection process at CICANT is as fair and ethical as possible, ensuring a jury committee with the expertise/ field/ sector/ rank level appropriate to the job vacancy, allowing a correct and feasible analysis of the candidates and the judging of their merits, always ensuring a bias free, gender-balanced and diverse enough (at all levels) committee.
- These questions show relatively similar figures to Q12- recruitment (admissions requirements). However, this question (selection) shows more "strongly agree" responses and fewer negative responses (around 11%).
- The general data show the same trend for the response rate in "agree," however, they present a lower percentage of negative response rate (around 8,4%). In terms of individual research units, all institutions show an average rating of "agree" (Table 52).

## Q15- TRANSPARENCY

### Q15- Transparency

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

Average rating: **Agree**

Table 15: Data retrieved from Jasp related with the responses from the fifteenth question of the survey.

Q15	Frequency	Percent
Agree	18	39.130
Disagree	11	23.913
Strongly agree	16	34.783
Strongly disagree	1	2.174

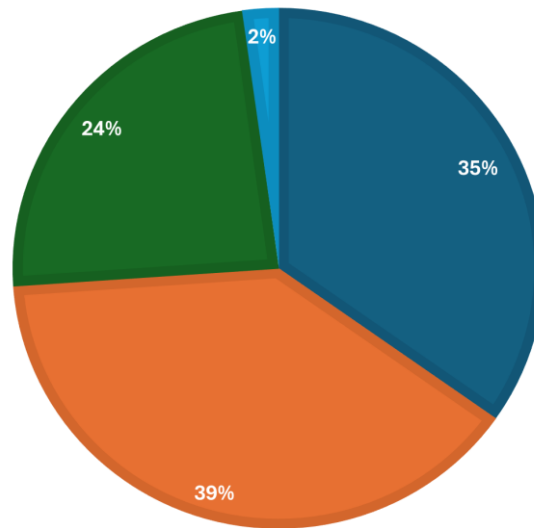


Chart 42: Percentages of response from the fifteenth question of the survey observed in the CICANT response pool.

- Looking at the perception of transparency in CICANT's selection and recruitment processes, the average rating remains in the "agree" category with about 39% of responses, and approximately 35% of "strongly agree" responses. However, this question has one of the highest negative response rates, with around 26% in total, meaning 24% of responses fall under the "disagree" category and 2% under the "strongly disagree" category.
- This response pattern reflects a positive but apprehensive stance regarding CICANT's ability to keep the candidates informed about the recruitment process and the selection criteria, the number of available positions and the career development prospects. This negative trend may be related to CICANT's inability to currently provide feedback on the scoring or the strong/weak points of a candidate's application, a point already highlighted on the institution's OTM-R checklist.
- In comparison with the general data, the numbers at CICANT appear much more negative, with the rest of the university showing a rate of around 60% "agree" responses and nearly 10% less in terms of negative response rates (Table 51). This could suggest that it is an issue more specifically focused on CICANT. Looking at each research unit, it is notable that there is not a single institution with an average rating in the "strongly agree" category, a CICANT is part of the "agree" average rating (Table 52).

## Q16- Judging merit

Average rating: **Agree**

Table 26: Data retrieved from Jasp related with the responses from the sixteenth question of the survey.

Q16	Frequency	Percent
Agree	27	58.696
Disagree	3	6.522
Strongly agree	15	32.609
Strongly disagree	1	2.174

## Q16- JUDGING MERIT

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

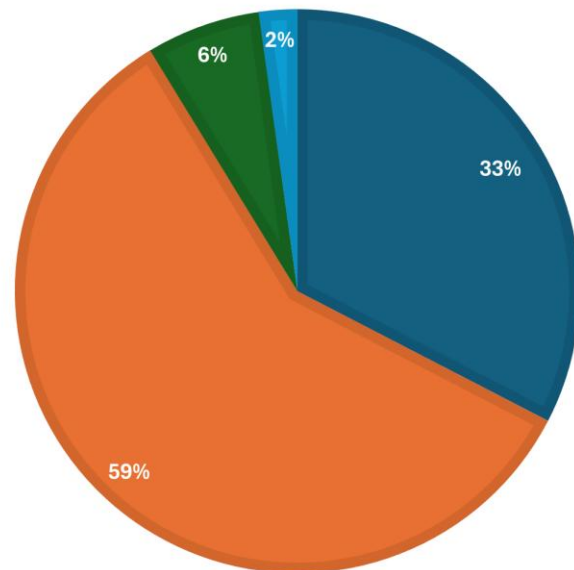


Chart 43: Percentages of response from the sixteenth question of the survey observed in the CICANT response pool.

- Looking at the data, the majority of CICANT's team (approximately 59%) seems to agree, with around 33% strongly agreeing, that the institution's approach to evaluating merit follows a balanced methodology, both qualitative and quantitative. This statement also embraces the idea of an approach focused not only on bibliometric indicators but also taking into account other criteria such as teaching, supervision, teamwork, knowledge transfer, and outstanding achievements within a diversified career path.
- CICANT has already established guidelines for tracking the 'merit' analysis during the selection process, as conducted by the jury/selection committees. Although these criteria are already being applied in the recruitment and selection process, considering the candidates' knowledge, experience, and growth potential, the institution understands the need to keep reforming and improving these mechanisms, and will be focused on aligning its current criteria with CoARA's vision.
- A very low percentage responded negatively to this question (approximately 9%).
- The general data shows a higher rate of negative responses (approximately 14%) comparing with CICANT's data (Table 51), however, the trend in terms of individual research units remains consistent with an average rating of "agree" (Table 52).

## Q17- Variations in the chronological order of CV

## Q17- VARIATIONS IN THE CHRONOLOGICAL ORDER OF CV

Average rating: **Agree**

Table 27: Data retrieved from Jasp related with the responses from the seventeenth question of the survey.

Q17	Frequency	Percent
Agree	22	47.826
Disagree	9	19.565
Strongly agree	14	30.435
Strongly disagree	1	2.174

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

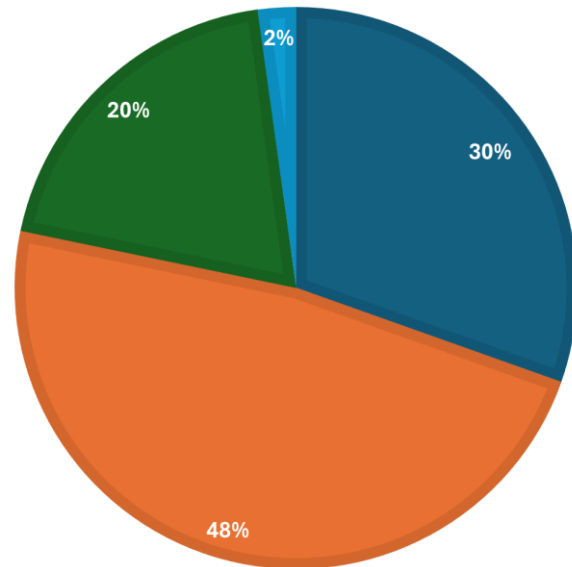


Chart 44: Percentages of response from the seventeenth question of the survey observed in the CICANT response pool.

- The average response trend for this question falls into the "agree" category with approximately 48% of response rate, and with around 30% responding "strongly agree".
- These findings provide strong support for the assertion that CICANT does not penalize possible variations or career breaks observed in the candidates' CVs, being aligned with national legislation and international trend, promoting narrative-based CVs allowing a better evaluation of an array of achievements and qualifications, aligned with the job functions.
- Despite these measures being implemented, CICANT shows a negative response rate of approximately 22%, reflecting some apprehension and ranking this question as one with the highest percentage of negative responses.
- This slightly more negative trend observed in CICANT is also evident when contrasted with the general data analysis. The general numbers show only about 7.1% of negative responses ("disagree" + "strongly disagree"), this may indicate a localized situation to be addressed within CICANT. In terms of individual research units, all institutions show an average rating of "agree" (Table 52).

## Q18- Recognition of mobility experience

### Q18- RECOGNITION OF MOBILITY EXPERIENCE

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

Average rating: **Agree**

Table 28: Data retrieved from Jasp related with the responses from the eighteenth question of the survey.

Q18	Frequency	Percent
Agree	26	56.522
Disagree	2	4.348
Strongly agree	18	39.130
Strongly disagree	0	0.000

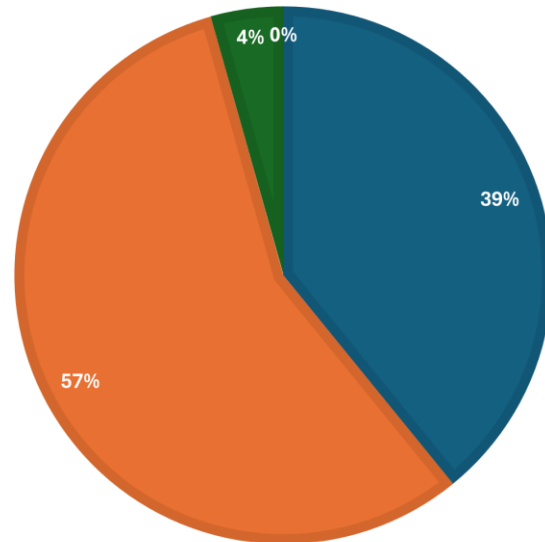


Chart 45: Percentages of response from the eighteenth question of the survey observed in the CICANT response pool.

- The average response rate for this question is around 57% for "agree," with a high rate of about 39% responding "strongly agree". There are no responses in the "strongly disagree" category, and the negative response rate (only "disagree") is relatively low at around 4%.
- This is one of the most positively rated aspects, by CICANT's team, among all the pillars.
- These numbers show coherence and consistency among the respondents regarding the recognition of mobility experience and the way it is supported and valued by the institution as an important achievement to the research's CV and development, whether this experience is reflected as an initial research training or at a later stage of the research career.
- This trend is also evident not only in the general data (Table 51), with CICANT showing very similar numbers, but also in the data related to each individual research unit (Table 52).

## Q19- Recognition of qualifications

Average rating: **Agree**

Table 29: Data retrieved from Jasp related with the responses from the nineteenth question of the survey.

Q19	Frequency	Percent
Agree	26	56.522
Disagree	5	10.870
Strongly agree	14	30.435
Strongly disagree	1	2.174

## Q19- RECOGNITION OF QUALIFICATIONS

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

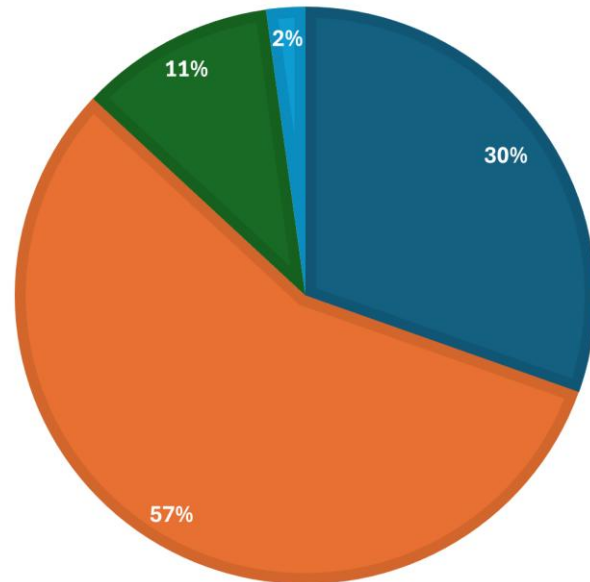


Chart 46: Percentages of response from the nineteenth question of the survey observed in the CICANT response pool.

- The average response rate indicates a trend of approximately 57% in the "agree" category. Also, around 30% corroborate this positive trend towards the way CICANT provides a fair and balanced assessment methodology, recognizing and evaluating various forms of criteria and qualifications.
- These data are aligned with Question 16 (Judging Merit) and the actions currently underway at CICANT. However, this question, which focuses more specifically on the recognition of different types of criteria, shows more negative figures, with a higher rate of "disagree" responses (approximately 11%).
- Looking at the general data, the numbers are relatively similar to those of CICANT, but slightly more positive (Table 51). When examining each research unit, it is worth noting that no institution has an average rating in the "strongly agree" category, and only CRGroup shows an average rating leaning toward "disagree" (Table 52).

## Q20- SENIORITY

### Q20- Seniority

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

Average rating: **Agree**

Table 30: Data retrieved from Jasp related with the responses from the twentieth question of the survey.

Q20	Frequency	Percent
Agree	27	58.696
Disagree	1	2.174
Strongly agree	17	36.957
Strongly disagree	1	2.174

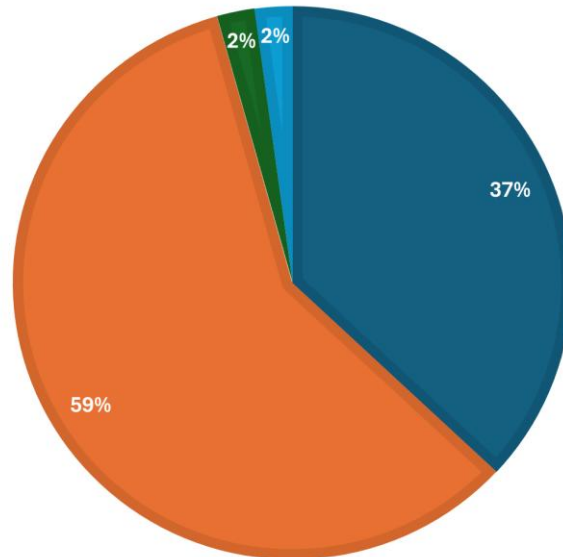


Chart 47: Percentages of response from the twentieth question of the survey observed in the CICANT response pool.

- The response data reveals a strong positive trend, with approximately 59% falling into the "agree" category. Around 37% answered "strongly agree" further reinforcing this perspective, highlighting CICANT's commitment to focus on the specific needs of every job vacancy, considering the qualifications and achievements of each candidate despite career paths, circumstances, previous institutions and other developments.
- The results of this question are in harmony with Q16 (Judging Merit), reinforcing the hypothesis that CICANT has the capacity and resources for merit evaluation and shows little discrimination regarding the career trajectory of each candidate.
- The negative response rate is very low (approximately 4%).
- Overall numbers show that there is a very slightly more negative trend, with a negative response rate about 1% higher and a "strongly agree" response rate relatively lower (Table 51). Individually, the majority of the research units show an average rating of "agree," with only CEAD falling into the "strongly agree" category (Table 52).

## Q21- Postdoctoral appointments

Average rating: **Agree**

Table 31: Data retrieved from Jasp related with the responses from the twenty-first question of the survey.

Q21	Frequency	Percent
Agree	30	65.217
Disagree	5	10.870
Strongly agree	11	23.913
Strongly disagree	0	0.000

## Q21- POSTDOCTORAL APPOINTMENTS

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

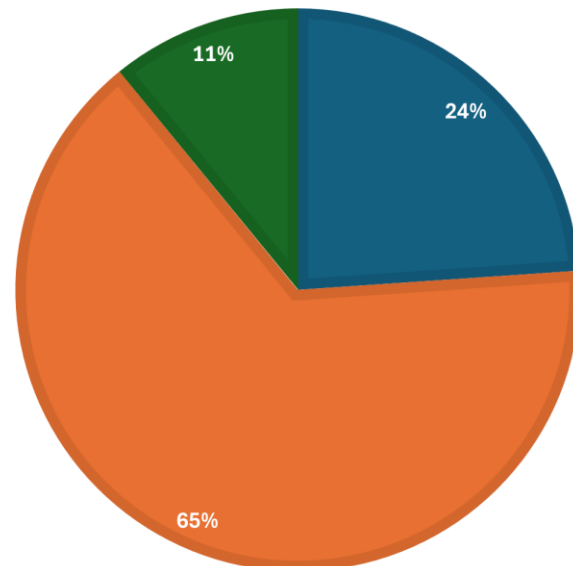


Chart 48: Percentages of response from the twenty-first question of the survey observed in the CICANT response pool.

- Looking at the questions related to postdoctoral appointments, the average response rate falls into the "agree" category, with a robust percentage of approximately 65%.
- The "strongly agree" category also received approximately 24% of the responses. This strong positive trend may corroborate that CICANT sets well-defined rules and transparent guidelines for recruiting and appointing postdoctoral researchers, recognizing their role as a transitional phase, with a focused aim in offering the best professional development opportunities that support a research career and its long-term prospects.
- There was no "strongly agree" response to this question, with only about 11% of responses falling into the "disagree" category.
- The general numbers show slightly more negative data and some "strongly disagree" responses, but the trend is not very significant (Table 51). The average response rate in individual research units falls into the "agree" category, with some cases showing a 50%/50% split (Table 52).

## 4. Working conditions and social security

### Q22- Recognition of the profession

Average rating: **Agree**

Table 32: Data retrieved from Jasp related with the responses from the twenty-second question of the survey.

Q22	Frequency	Percent
Agree	22	47.826
Disagree	2	4.348
Strongly agree	21	45.652
Strongly disagree	1	2.174

### Q22- RECOGNITION OF THE PROFESSION

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

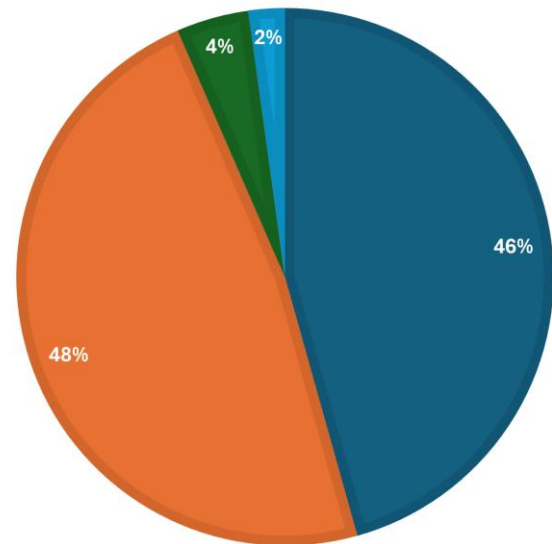


Chart 49: Percentages of response from the twenty-second question of the survey observed in the CICANT response pool.

- With an average response rate in the "agree" category (around 48%), this question shows one of the highest response rates in the "strongly agree" category with approximately 46% (aside from Q10 - Non-discrimination), indicating that the researchers/staff members at CICANT believe that all researchers, regardless of their career stage, are treated and recognized accordingly, by all professionals and despite their classification/evaluation.
- The question shows a mere negative response rate of approximately 6%.
- Comparing CICANT's data with the overall numbers, the rest of the university shows very similar results, with a slightly negative trend that is not particularly significant (Table 51). When examining the average response rate of each research unit, the prevailing trend remains rooted in the "agree" category. That said, CIDEFES captures attention with responses that lean decisively toward "strongly agree."

## Q23- Research environment

## Q23- RESEARCH ENVIRONMENT

Average rating: **Agree**

Table 33: Data retrieved from Jasp related with the responses from the twenty-third question of the survey.

Q23	Frequency	Percent
Agree	25	54.348
Disagree	1	2.174
Strongly agree	20	43.478
Strongly disagree	0	0.000

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

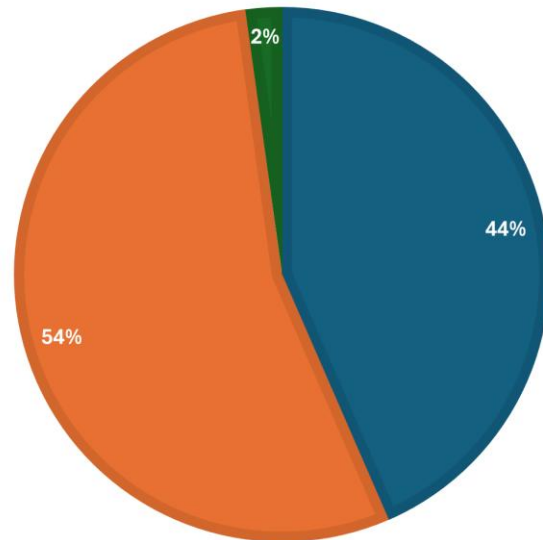


Chart 50: Percentages of response from the twenty-third question of the survey observed in the CICANT response pool.

- The assertion that CICANT fosters an inspiring research and training setting by offering adequate resources, infrastructure, and possibilities, while adhering to national health and safety standards in research is backed by approximately 54% of responses in the "agree" category and a response rate of about 43% in the "strongly agree" category—one of the highest among the 40 pillars.
- The question shows a very low negative response rate (only 2%), with no responses observed in the "strongly disagree" category.
- Analyzing the general data, the response rates are more negative in tendency with around 17,4% with the "disagree" and "strongly disagree" category (Table 51). When looking at the average response rate of each research unit, the overall trend stays within the "agree" category. Nevertheless, CEAD and CIDEFES catch attention with responses leaning toward "strongly agree," whereas CRGroup shows a tendency toward "disagree."

## Q24- Working conditions

Average rating: **Agree**

Table 34: Data retrieved from Jasp related with the responses from the twenty-fourth question of the survey.

Q24	Frequency	Percent
Agree	26	56.522
Disagree	5	10.870
Strongly agree	13	28.261
Strongly disagree	2	4.348

## Q24- WORKING CONDITIONS

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

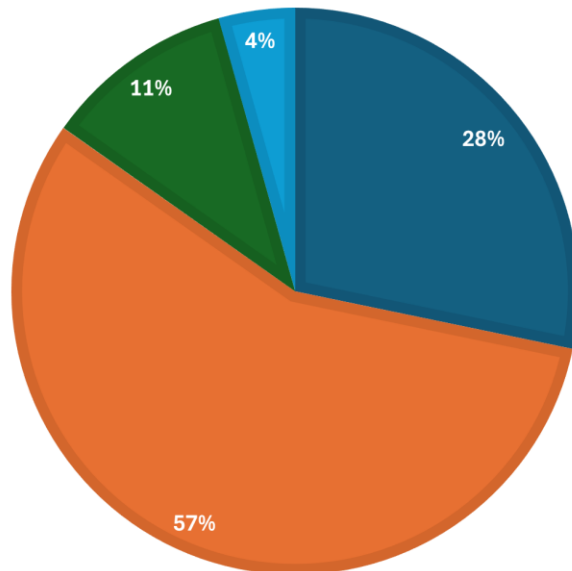


Chart 51: Percentages of response from the twenty-fourth question of the survey observed in the CICANT response pool.

- Regarding working conditions and work-life balance, most responses present an average rating result, with approximately 57%. The concern regarding this thematic shows only about 15% of negative responses, indicating that the researchers at CICANT consider they have good working conditions and a good balance between personal and professional life.
- The data also shows that there are no other variables being considered regarding this topic, with no visible negative trend focused on any ethnicity, nationality, gender, or professional position.
- The negative response rate is approximately 15%, with only 4% corresponding to the "strongly disagree" category.
- This trend is also observed not only in the general data (Table 51) but also in the data relating to each research unit (Table 52).

## Q25- Stability and permanence of employment

Average rating: **Agree**

Table 35: Data retrieved from Jasp related with the responses from the twenty-fifth question of the survey.

Q25	Frequency	Percent
Agree	29	63.043
Disagree	4	8.696
Strongly agree	12	26.087
Strongly disagree	1	2.174

## Q25- STABILITY AND PERMANENCE OF EMPLOYMENT

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

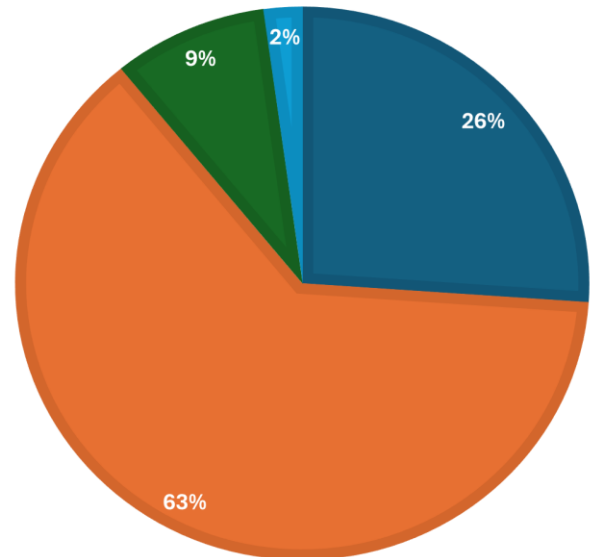


Chart 52: Percentages of response from the twenty-fifth question of the survey observed in the CICANT response pool.

- The CICANT's research team also agrees (the majority 63% responding "agree") that the institution guarantees that the performance and quality of researchers work, and projects is not compromised by unstable employment contracts, and as such, is committed to improving the stability of employment conditions for researchers as much as possible. Also 26% of the researchers responded that they strongly agree with this situation.
- The negative response rate is a low 11%.
- The comparison between the general data and CICANT's data reveals very similar results, with a slightly higher response rate (around 5,8%) in the "strongly disagree" category observed in the general data (Table 51). In terms of individual research units, all institutions show an average rating of "agree" (Table 52).

## Q26- Funding and salaries

## Q26- FUNDING AND SALARIES

Average rating: **Agree**

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

Table 36: Data retrieved from Jasp related with the responses from the twenty-sixth question of the survey.

Q26	Frequency	Percent
Agree	30	65.217
Disagree	6	13.043
Strongly agree	7	15.217
Strongly disagree	3	6.522

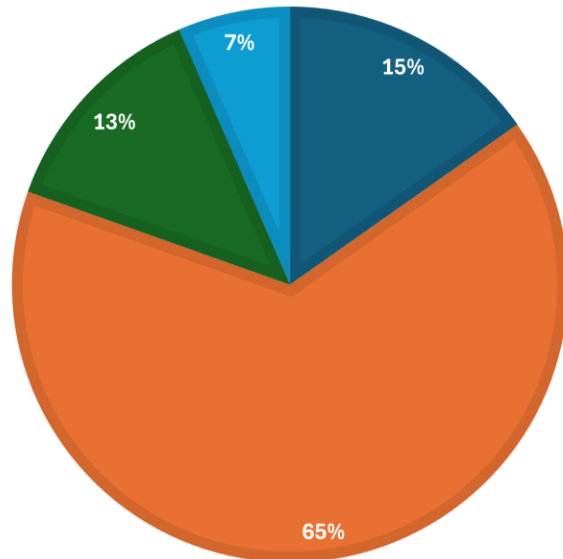


Chart 53: Percentages of response from the twenty-sixth question of the survey observed in the CICANT response pool.

- Although the average response rate falls in the "agree" category (around 65%), this question shows a particularly low "strongly agree" response rate when compared to the other 40 pillars (only around 15%).
- The data appear positive, but this question regarding funding and salaries may raise some concerns among the CICANT team. The rest of the university seems to be slightly more reluctant on this topic causing possible doubts when understanding if CICANT and the rest of the institution ensures or not, to all researchers at all career stages, appealing and fair funding or salary conditions, along with equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in line with national laws.
- The negative response rate in total reaches approximately 20%, with a "strongly disagree" response rate of 7%, which is one of the highest among the 40 questions.
- The general numbers appear more negative, with the negative response rate at around 25% (Table 51). Individually, the research units show an average rating in the "agree" category, with none presenting an average response rate in the "strongly disagree" category. Notably, CBIOS stands out due to its average rating leaning toward "disagree" on this topic (Table 52).

## Q27- GENDER BALANCE

### Q27- Gender balance

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

Average rating: **Agree**

Table 37: Data retrieved from Jasp related with the responses from the twenty-seventh question of the survey.

Q27	Frequency	Percent
Agree	24	52.174
Disagree	3	6.522
Strongly agree	17	36.957
Strongly disagree	2	4.348

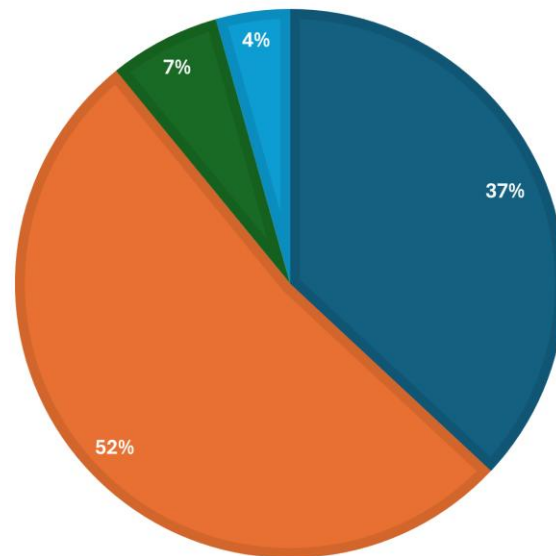


Chart 54: Percentages of response from the twenty-seventh question of the survey observed in the CICANT response pool.

- The average response rate is approximately 52% falling into the "agree" category. Despite the high response rate for "strongly agree" (around 37%) it is important to note that this category has a higher number of responses coming from men.
- The data reveals, although, a clear trend showing that the researchers at CICANT confirm the presence of a representative gender balanced environment at all types of staff and career levels, including equal treatment and opportunity policy at recruitment/selection/development/promotion/evaluation taking always into account quality and competence criteria. As mentioned earlier in this report, CICANT has paid particular attention to and developed policies and initiatives focused on ensuring a diverse and equitable environment.
- The total rate of negative responses does not exceed approximately 11%, with almost all the responses coming from women.
- When compared to the general data, CICANT's numbers are slightly more negative on this topic, with the rest of the university showing only about 5.8% of negative response rate (Table 51). Looking at the research units individually, the average response rate remains in the "agree" category, although several units show an average rating leaning toward "strongly agree" (Table 52).

## Q28- Career development

### Q28- CAREER DEVELOPMENT

Average rating: **Agree**

Table 38: Data retrieved from Jasp related with the responses from the twenty-eighth question of the survey.

Q28	Frequency	Percent
Agree	24	52.174
Disagree	9	19.565
Strongly agree	11	23.913
Strongly disagree	2	4.348

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

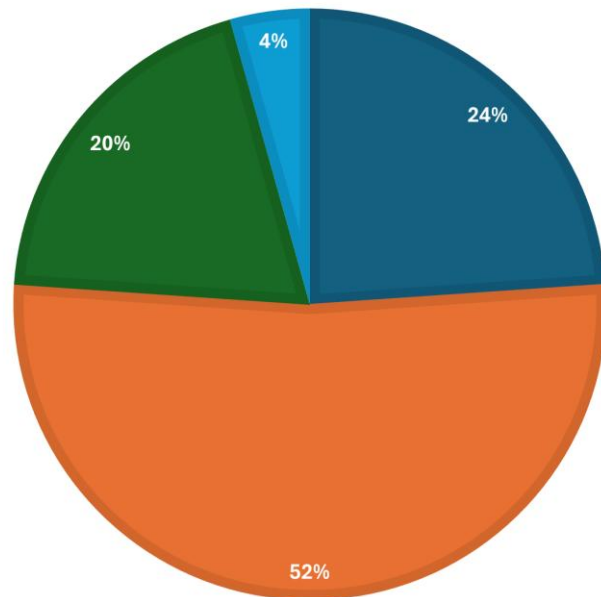


Chart 55: Percentages of response from the twenty-eighth question of the survey observed in the CICANT response pool.

- On the topic of career development, and whether CICANT has or not the strategies to promote and support the researchers' career improvement, around 52% agreed with the statement and approximately 24% answered into the "strongly agree" category.
- This pillar has one of the highest negative percentages, with approximately 24% of the response rate, with 20% corresponding to the "disagree" category. When comparing this response rate with Q38 (Continuing Professional Development), the results show greater reluctance and dissatisfaction regarding this question, as Q38 has only a 7% negative response rate (and solely in the "disagree" category). It can be concluded that the CICANT team feels that skill development initiatives are in place and accessible, but there is a subtle shortage of support, guidance, and clear projection of career development. Despite this slight reluctance, CICANT has implemented career progression schemes for teachers and researchers and is committed to continuing improvement in this area.
- The general data shows slightly more negative numbers compared to CICANT (around 28.4%), and the average trend for research units individually presents an average rating of "agree."

## Q29- Value of Mobility

## Q29- VALUE OF MOBILITY

Average rating: **Agree**

Table 39: Data retrieved from Jasp related with the responses from the twenty-ninth question of the survey.

Q29	Frequency	Percent
Agree	25	54.348
Disagree	3	6.522
Strongly agree	17	36.957
Strongly disagree	1	2.174

Strongly Agree Agree Disagree Strongly Disagree

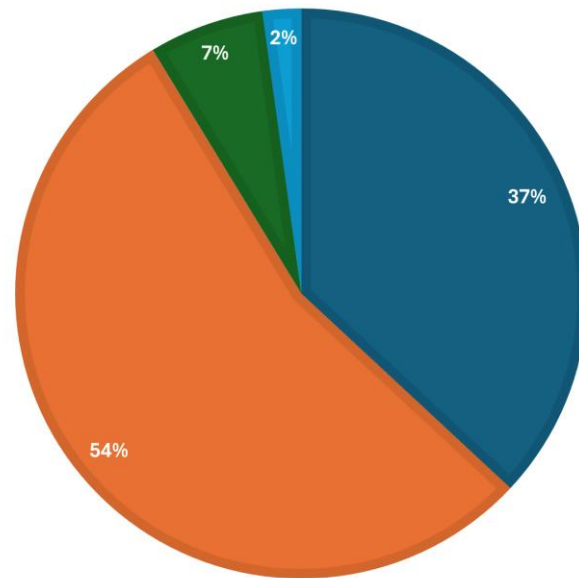


Chart 56: Percentages of response from the twenty-ninth question of the survey observed in the CICANT response pool.

- The vast majority (approximately 54%) believe that CICANT gives relevance and recognition to different types of mobility (private and public sector, geographical, transdisciplinary) as a means to boost scientific knowledge and quality and the researcher's skills, with about 37% strongly agreeing with this consideration.
- The question shows a negative response rate of approximately 9%, with only 2% of responses falling into the "strongly disagree" category.
- The general data, when compared to CICANT's, is quite similar, only showing a lower response rate in the "strongly agree" category. However, it also presents a lower rate of "strongly agree" responses (Table 51). When analyzing the average response rate of each research unit, the general trend remains in the "agree" category. However, CIDEFES and CEAD notably show a leaning response rate toward "strongly agree" (Table 52).

## Q30- Access to career advice

Average rating: **Agree**

Table 40: Data retrieved from Jasp related with the responses from the thirtieth question of the survey.

Q30	Frequency	Percent
Agree	26	56.522
Disagree	10	21.739
Strongly agree	10	21.739
Strongly disagree	0	0.000

## Q30- ACCESS TO CAREER ADVICE

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

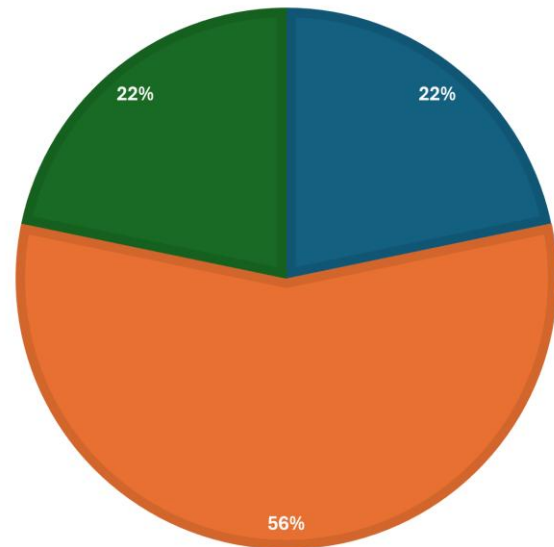


Chart 57: Percentages of response from the thirtieth question of the survey observed in the CICANT response pool.

- Regarding the assumption that CICANT offers to all researchers, at all contractual situations, the means to get career advice and job placement assistance, through the institution or at collaboration infrastructures, the majority of respondents agrees, with a response rate of 57%, and around 22% strongly agree with this inquiry.
- This question has one of the highest negative percentages, with approximately 22% of the response rate, showing no responses in the "strongly disagree" category.
- Looking at question Q28 (Career development), it is somewhat aligned with the same apprehension, and similarly aligned when compared to Q36 (Relations with supervisors/mentors), a question that also points to the promotion of sharing information/tips on career management and progression, showing also a slight rate of reluctance when compared to other questions related with the topic.
- Individually, the average rating of the research units remains in the "agree" category, with only CIDEFES showing an average rating in the "strongly agree" category. However, the general data reveals a slightly higher negative response rate in comparison with CICANT's, at around 29% (Table 51), suggesting that this may be a widespread difficulty across the university.

## Q31- Intellectual Property Rights

## Q31- INTELLECTUAL PROPERTY RIGHTS

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

Average rating: **Agree**

Table 41: Data retrieved from Jasp related with the responses from the thirty-first question of the survey.

Q31	Frequency	Percent
Agree	28	60.870
Disagree	4	8.696
Strongly agree	13	28.261
Strongly disagree	1	2.174

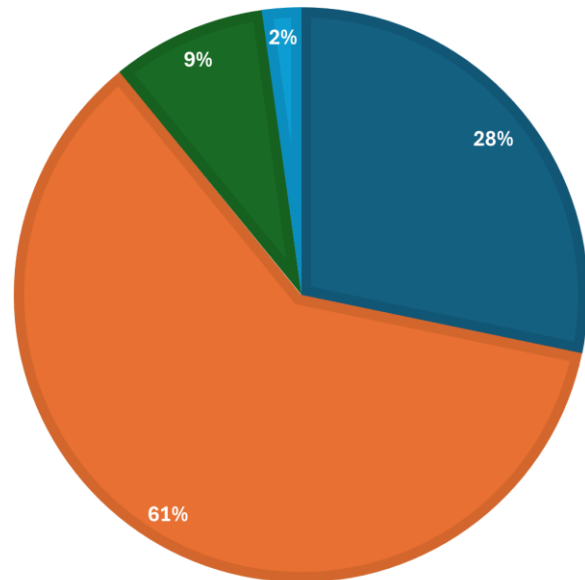


Chart 58: Percentages of response from the thirty-first question of the survey observed in the CICANT response pool.

- Considering if CICANT guarantees that researchers at all career levels benefit from the utilization, if considered, of their R&D outcomes and deliverables through legal protection, particularly through Intellectual Property Rights, including copyrights, a strong 61% agrees, while around 28% of the respondent researchers strongly agree.
- Only about 11% accounts for the negative response rate.
- Analyzing the general data, the response rates are quite similar with CICANT's numbers (Table 51). When examining the average response rate of each research unit, the overall trend remains in the "agree" category. However, no research unit showcases a tendency toward "strongly agree," while CRGroup leans toward an average rating in the "disagree" category.

## Q32- Co-authorship

### Q32- CO-AUTHORSHIP

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

Average rating: **Agree**

Table 42: Data retrieved from Jasp related with the responses from the thirty-second question of the survey.

Q32	Frequency	Percent
Agree	26	56.522
Disagree	1	2.174
Strongly agree	18	39.130
Strongly disagree	1	2.174

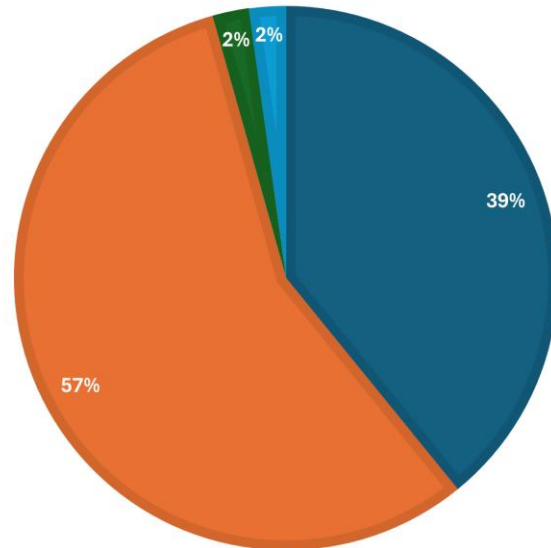


Chart 59: Percentages of response from the thirty-second question of the survey observed in the CICANT response pool.

- The CICANT's ability to ensure a constructive approach, strategies, practices and procedures that value co-authorship is perceived by the research team as affirmative statement, reflected by the average response rate ("agree" – around 57%) and one of the highest response rates in the "strongly agree" category observed in this survey (approximately 39%).
- The negative response rate is a mere 4%, with 2% representing both categories ("disagree" + "strongly disagree").
- The general data follows the same trend as CICANT, with very similar numbers, except for a slightly lower rate of "strongly agree." Individually, the research units maintain their average rating in the "agree" category.

## Q33- Teaching

Average rating: **Agree**

Table 43: Data retrieved from Jasp related with the responses from the thirty-third question of the survey.

Q33	Frequency	Percent
Agree	21	45.652
Disagree	11	23.913
Strongly agree	14	30.435
Strongly disagree	0	0.000

## Q33- TEACHING

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

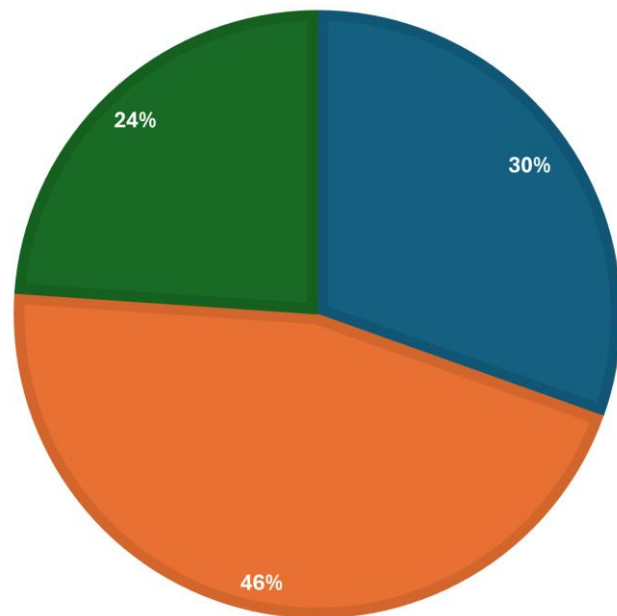


Chart 60: Percentages of response from the thirty-third question of the survey observed in the CICANT response pool.

- Despite an average response in the "agree" category (around 46%) and a positive trend ("strongly agree"- 30%), this question shows one of the highest response rates in the "disagree" category, with approximately 24%.
- The observed apprehension raises some consideration regarding CICANT's approach to teaching responsibilities, including compensation, assessment value, and whether they receive appropriate merit and recognition. Multiple initiatives are currently in place, and clear guidelines on these topics are available online. However, the institution strives for continuous improvement and aims to implement reforms aligned with CoARA's vision and CICANT's own values.
- Analyzing the general data, the response rates are slightly more negative in the overall analysis, with a "strongly agree" response rate 10% lower and a negative answering trend around 7% higher (Table 51). When looking at the average response rate of each research unit, the overall trend stays within the "agree" category. Nevertheless, CIDEFES stands out with responses leaning toward "strongly agree," whereas Terr.A.ID shows a tendency toward "disagree" (Table 52).

## Q34- Complaints/appeals

Average rating: **Agree**

Table 44: Data retrieved from Jasp related with the responses from the thirty-fourth question of the survey.

Q34	Frequency	Percent
Agree	28	60.870
Disagree	5	10.870
Strongly agree	11	23.913
Strongly disagree	2	4.348

## Q34- COMPLAINTS/APPEALS

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

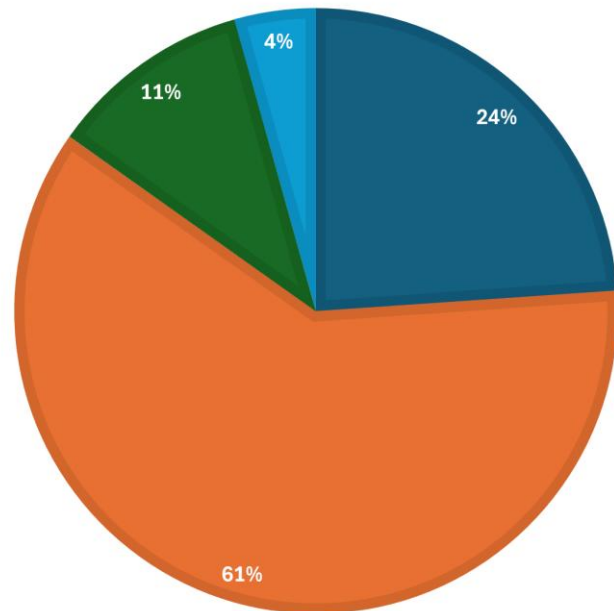


Chart 61: Percentages of response from the thirty-fourth question of the survey observed in the CICANT response pool.

- A strong majority of 61% agrees that CICANT has established effective procedures for handling researcher complaints and appeals, including conflicts between supervisors and early-stage researchers, ensuring confidential and informal support for resolving work-related disputes, fostering fair and equitable treatment for all research staff. Approximately 24% responded "strongly agree," further reinforcing this statement.
- The negative response rate shows 11% in the "disagree" category and approximately 4% in the "strongly disagree" category.
- CICANT's trend is also observed not only in the general data (Table 51) but also in the data relating to each research unit (Table 52).

## Q35- Participation in decision-making bodies

Average rating: **Agree**

Table 45: Data retrieved from Jasp related with the responses from the thirty-fifth question of the survey.

Q35	Frequency	Percent
Agree	25	54.348
Disagree	8	17.391
Strongly agree	13	28.261
Strongly disagree	0	0.000

## Q35- PARTICIPATION IN DECISION-MAKING BODIES

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

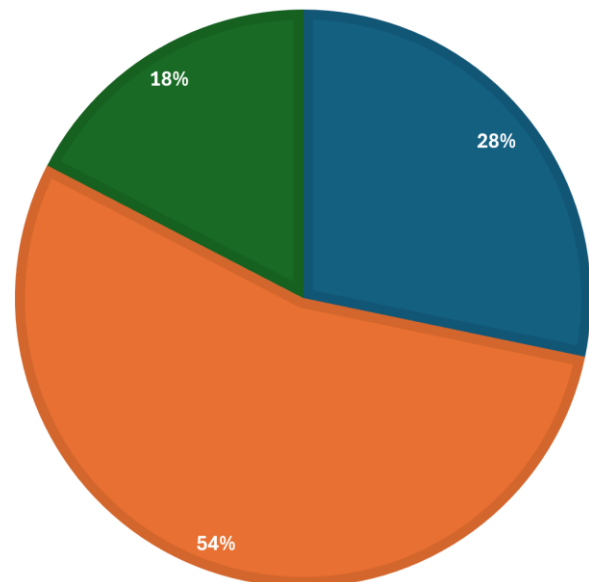


Chart 62: Percentages of response from the thirty-fifth question of the survey observed in the CICANT response pool.

- The response rate for this question is positive, with approximately 54% responding "agree" and about 28% responding "strongly agree". This trend corroborates that CICANT ensures its researchers' legitimate representation in institutional bodies, protecting their interests and enabling active participation in decision-making.
- The negative response rate is around 18%, with no "strongly disagree" answers.
- CICANT shows a higher percentage of negative responses compared to the general data, with approximately 7% (Table 51). The trend among the research units keeps their average rating in the "agree" category.

## 5. Training

### Q36- Relation with supervisors/mentors

Average rating: **Agree**

Table 46: Data retrieved from Jasp related with the responses from the thirty-sixth question of the survey.

Q36	Frequency	Percent
Agree	27	58.696
Disagree	6	13.043
Strongly agree	12	26.087
Strongly disagree	1	2.174

### Q36- RELATION WITH SUPERVISORS/MENTORS

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

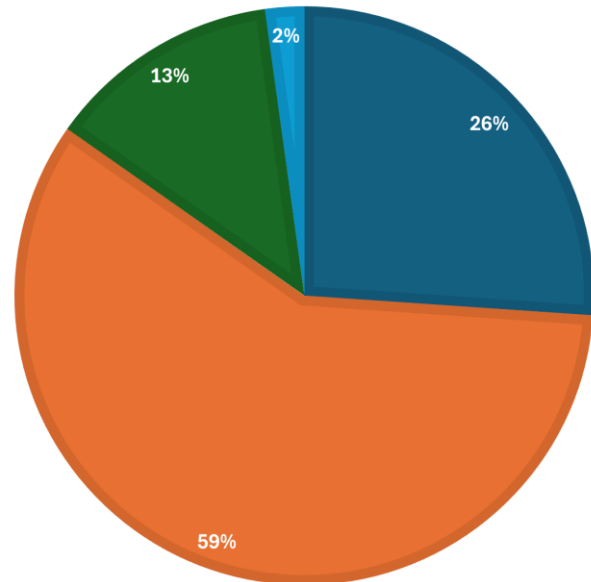


Chart 63: Percentages of response from the thirty-sixth question of the survey observed in the CICANT response pool.

- The majority of the answers show to be in agreement (around 59%) that CICANT fosters and assesses effective practices among supervisors and researchers during the integration phase, maximizing their collaboration through structured follow-ups, progress tracking, regular feedback via reports and seminars, and alignment with agreed timelines, milestones, and research outputs. This assertion is also reinforced by approximately 26% of respondents strongly agreeing with this question.
- Approximately 2% of responses are "strongly disagree," while around 13% of answers indicate disagreement with this pillar.
- The overall data, in comparison to CICANT's, is marginally more positive, with a reduced negative response rate of around 9% (Table 51).
- The general trend in the average response rate of each research unit stays within the "agree" category. However, CIDEFES stands out, with responses leaning toward "strongly agree" (Table 52).

## Q37- Supervision and managerial duties

Average rating: **Agree**

Table 47: Data retrieved from Jasp related with the responses from the thirty-seventh question of the survey.

Q37	Frequency	Percent
Agree	24	52.174
Disagree	6	13.043
Strongly agree	16	34.783
Strongly disagree	0	0.000

## Q37- SUPERVISION AND MANAGERIAL DUTIES

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

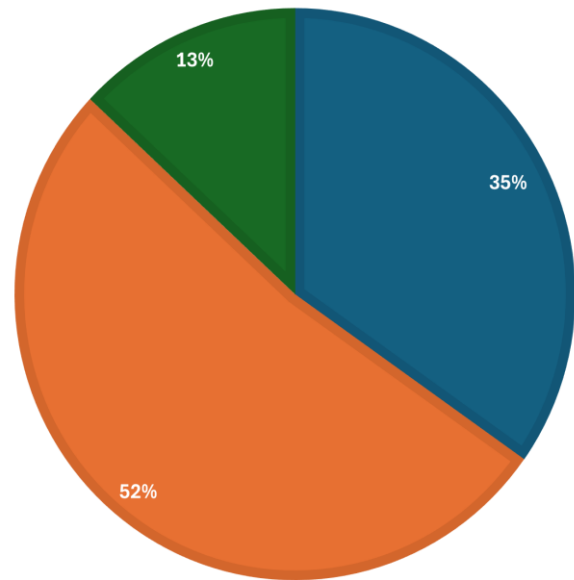


Chart 64: Percentages of response from the thirty-seventh question of the survey observed in the CICANT response pool.

- The majority of respondents, approximately 52%, agree that CICANT promotes the relationship between experienced researchers, acting as mentors or advisors to early-career investigators, cultivating supportive and collaborative relationships aimed at facilitating the seamless exchange of expertise/knowledge and promoting the ongoing advancement and development of their professional trajectories.
- In comparison to Q36 regarding the relationship between mentors and early-career researchers, the processes of knowledge transfer and collaborative dynamics appear to have a slightly more positive response, showing no responses in the "strongly disagree" category, and around 13% of responses not agreeing with this question.
- The general data, when compared to CICANT's, is slightly better, as it shows a lower negative response rate (approximately 9,7%). However, it also presents a lower rate of "strongly agree" responses (Table 51). When analyzing the average response rate of each research unit, the general trend remains in the "agree" category. However, CIDEFES distinguishes itself with responses tilting toward "strongly agree" (Table 52).

## Q38- Continuing Professional Development

Average rating: **Agree**

Table 48: Data retrieved from Jasp related with the responses from the thirty-eighth question of the survey.

Q38	Frequency	Percent
Agree	30	65.217
Disagree	3	6.522
Strongly agree	13	28.261
Strongly disagree	0	0.000

### Q38- CONTINUING PROFESSIONAL DEVELOPMENT

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

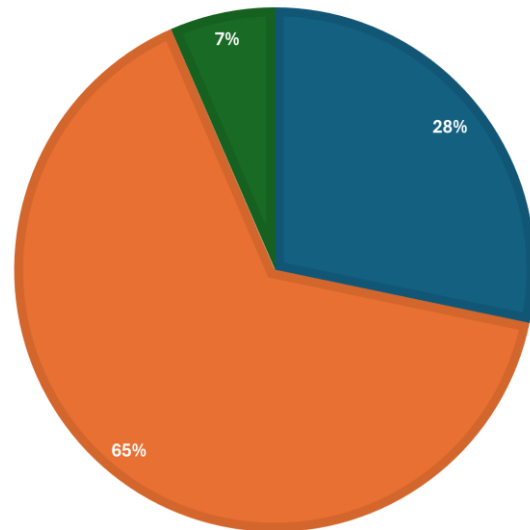


Chart 65: Percentages of response from the thirty-eighth question of the survey observed in the CICANT response pool.

- This question reveals a positive trend, with about a notable 65% of responses falling into the "agree" category and 28% expressing strong agreement. This trend shows that the team confirms CICANT has the capacity and ongoing initiatives that offer robust opportunities, including formal training, workshops, webinars, conferences, and e-learning resources, enabling researchers at all career stages to continually grow by updating and expanding their skills.
- As previously discussed in this report, CICANT has effectively promoted several continuous training activities and will keep committing itself to maintaining professional growth opportunities for its researchers.
- This question shows no response rate in the "strongly disagree" category and has only about 7% of responses in the "disagree" category.
- Analyzing the general data, the response rates are similar, with a slightly lower negative response rate (around 12,9%) in the rest of the university compared to CICANT (Table 51). When looking at the average response rate of each research unit, the overall trend stays within the "agree" category. Nevertheless, CIDEFES stands out with responses leaning toward "strongly agree," whereas CRGroup shows a tendency toward "disagree."

### Q39 - Access to research training and continuous development

### Q39 - ACCESS TO RESEARCH TRAINING AND CONTINUOUS DEVELOPMENT

Average rating: **Agree**

Table 49: Data retrieved from Jasp related with the responses from the thirty-ninth question of the survey.

Q39	Frequency	Percent
Agree	23	50.000
Disagree	7	15.217
Strongly agree	15	32.609
Strongly disagree	1	2.174

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

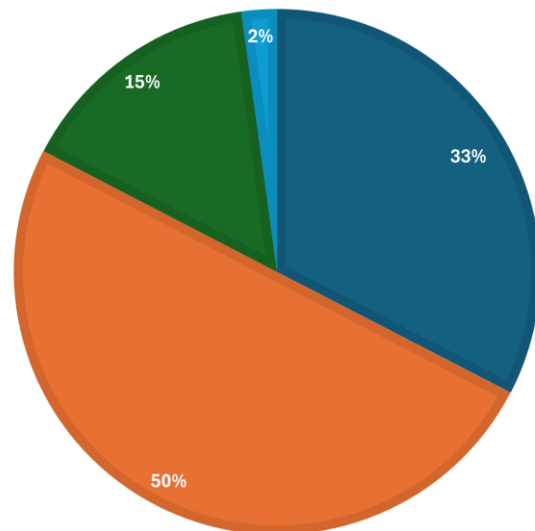


Chart 66: Percentages of response from the thirty-ninth question of the survey observed in the CICANT response pool.

- This question reflects an average response rate of approximately 50% in the "agree" category, along with a "strongly agree" response rate of around 33%. This level of positive feedback suggests that the team recognizes that CICANT guarantees that researchers at all career stages, regardless of their contract status, have access to opportunities for professional growth and skill development to enhance their employability.
- The overall negative response rate stands at around 17%, which may suggest a slight reluctance towards this question.
- Analyzing the general data, the response rates are similar, with a slightly lower negative response rate in the rest of the university compared to CICANT (Table 51). Most research units (at an individual level) show an average response in the "agree" category, with CICANT aligning with this trend (Table 52).

## Q40- Supervision

Average rating: **Agree**

Table 50: Data retrieved from Jasp related with the responses from the fortieth question of the survey.

Q40	Frequency	Percent
Agree	29	63.043
Disagree	9	19.565
Strongly agree	8	17.391
Strongly disagree	0	0.000

## Q40- SUPERVISION

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

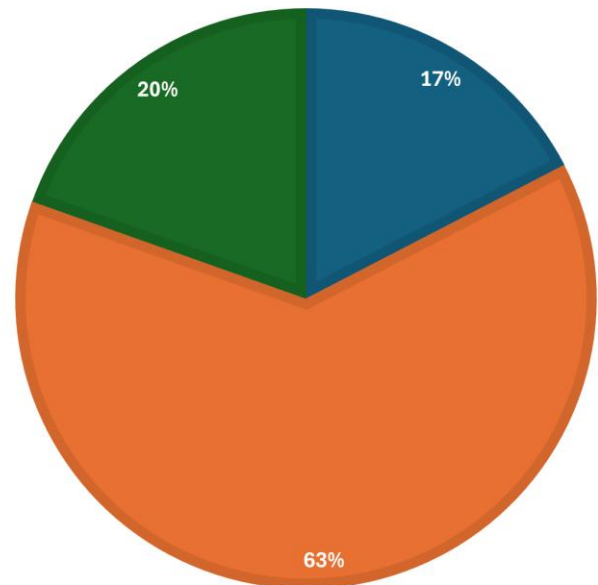


Chart 67: Percentages of response from the fortieth question of the survey observed in the CICANT response pool.

- The question regarding supervision shows a strong average response rate in the "agree" category with around 63%, but it also presents one of the highest negative response rates recorded among the 40 pillars (around 20% of "disagree" response rate).
- These data show that the majority agrees that CICANT ensures that early-stage researchers have a designated point of contact for guidance, while supervisors provide essential support, progress oversight, and feedback mechanisms, although with some reluctance.
- Knowing that the lack of early-career researchers may be one of the problems to address within CICANT, this point could be interconnected and may be necessary to give this topic greater consideration as an area for improvement.
- Looking at CICANT's numbers in comparison with the general data, the rest of the university shows slightly more positive results, with only about 10.3% of negative response rate (Table 51). The majority of research units (at an individual level) have an average response falling into the "agree" category, with CICANT within this trend (Table 52).

## 6. Closing remarks

### **How satisfied are you with your research unit?**

The results show a predominantly positive response, with 37 affirmative answers (e.g. very satisfied). However, there were 3 neutral/medium ratings, 1 negative response (e.g. not quite), and 3 unanswered responses. While the majority of feedback is favorable, the data highlights room for improvement, particularly in addressing the same of the more negatively rated pillars identified during this report.

Table 51: Comparison of data from CICANT and general numbers obtained from the research units.

QUESTION	CICANT	GENERAL
Gender	F- 58,7% M- 39,1% IPNTS- 2,2%	F- 49% M- 49% IPNTS- 2%
Age	<25 years- 0% 26-30 years- 2,2% 31-35 years- 10,9% 36-40 years- 8,7% 41-45 years- 15,2% 46-50 years- 21,7% 51-55 years- 19,6% 56-60 years- 8,7% >60 years- 13%	<25 years- 0% 26-30 years- 0,65% 31-35 years- 6,5% 36-40 years- 14,8% 41-45 years- 18,1% 46-50 years- 20,7% 51-55 years- 17,4% 56-60 years- 10,3% >60 years- 11,6%
Nationality	PT- 80,4% PL- 4,3% HR- 2,2% RS- 2,2% SP- 0% IT- 0% BR- 8,7% USA- 2,2%	PT- 94,2% PL- 0% HR- 0% RS- 0% SP- 0,65% IT- 0,65% BR- 4,5% USA- 0%
Ethnicity	C/W- 82,6% L/H- 8,7% B/A- 0% A- 0% M- 6,5% NA- 0% Other- 2,2%	C/W- 89% L/H- 4,5% B/A- 1,3% A- 0,65% M- 3,2% NA- 0,65% Other- 0,65%
Daily difficulties	VI- 2,2%	VI- 0%



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	HI- 0% LI- 0% PMI- 0% PI- 4,3% L/PI- 0% P/CSI- 2,2% N- 89,1% Other- 2,2%	HI- 0,65% LI- 1,3% PMI- 1,3% PI- 2,6% L/PI- 0,65% P/CSI- 0,65% N- 91% Other- 1,9%
Professional Position	SM- 4,3% R1 – 10,9% R2 – 6,5% R3 – 65,2% R4 – 10,9% Other- 2,2%	SM- 0,65% R1 – 9% R2 – 2,6% R3 – 74,8% R4 – 11% Other- 2%
Level/Title of Education	Bd- 2,2% Md- 13% PhD- 56,5% PostD- 19,6% A-8,7%	Bd- 1,9% Md- 8,4% PhD- 67,1% PostD- 17,4% A-5,2%
I am part of?	IR- 84,8% CR- 2,2% PhDS- 13% Other- 0%	IR- 62,6% CR- 26,4% PhDS- 7,1% Other- 3,9%
Seniority	<1 year- 8,7% 1-3 years- 47,8% 4-10 years- 30,4% >10 years- 13,1%	<1 year- 14,8% 1-3 years- 49,7% 4-10 years- 25,8% >10 years- 9,7%
Externally funded	Y- 50% N- 50%	Y- 39,4% N- 60,6%
Q1	SA- 37% A- 50%	SA- 45,2% A- 44,5%



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	D- 4,3% SD- 8,7%	D- 3,2% SD- 7,1%
Q2	SA- 26,1% A- 65,2% D- 6,5% SD- 2,2%	SA- 43,9% A- 45,2% D- 7,7% SD- 3,2%
Q3	SA- 39,1% A- 47,8% D- 13% SD- 0%	SA- 35,5% A- 53,5% D- 8,4% SD- 2,6%
Q4	SA- 30,4% A- 54,4% D-15,2% SD- 0%	SA- 35,5% A- 52,9% D- 8,4% SD- 3,2%
Q5	SA- 23,9% A- 65,2% D- 10,9% SD- 0%	SA- 28,4% A- 56,1% D- 13,5% SD- 2%
Q6	SA- 41,3% A- 50% D- 8,7% SD- 0%	SA- 29,6% A- 62,6% D- 5,2% SD- 2,5%
Q7	SA- 21,8% A- 71,7% D- 6,5% SD-0%	SA- 34,8% A- 52,9% D- 9,7% SD- 2,6%
Q8	SA- 30,4% A- 58,7% D- 10,9% SD- 0%	SA- 33,5% A- 54,2% D- 11% SD- 1,3%



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Q9	SA- 21,7% A- <b>63,1%</b> D- 15,2% SD- 0%	SA- 29% A- <b>57,4%</b> D- 12,3% SD- 1,3%
Q10	SA- <b>65,2%</b> A- 34,8% D- 0% SD- 0%	SA- <b>63,8%</b> A- 32,9% D- 0,7% SD- 2,6%
Q11	SA- 21,7% A- <b>58,7%</b> D- 19,6% SD- 0%	SA- 23,8% A- <b>60,7%</b> D- 12,9% SD- 2,6%
Q12	SA- 26,1% A- <b>58,7%</b> D- 15,2% SD- 0%	SA- 27,1% A- <b>55,5%</b> D- 11,6% SD- 5,8%
Q13	SA- 21,7% A- <b>69,6%</b> D- 6,5% SD- 2,2%	SA- 24,5% A- <b>61,9%</b> D- 11,6% SD- 2%
Q14	SA- 30,4% A- <b>58,7%</b> D- 10,9% SD- 0%	SA- 22,6% A- <b>69%</b> D- 6,5% SD- 1,9%
Q15	SA- 34,8% A- <b>39,1%</b> D- 23,9% SD- 2,2%	SA- 22,6% A- <b>60%</b> D- 14,8% SD- 2,6%
Q16	SA- 32,6% A- <b>58,7%</b>	SA- 28,4% A- <b>57,4%</b>



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	D- 6,5% SD- 2,2%	D- 10,3% SD- 3,9%
Q17	SA- 30,4% A- 47,8% D- 19,6% SD- 2,2%	SA- 24,5% A- 68,4% D- 3,9% SD- 3,2%
Q18	SA- 39,1% A- 56,5% D- 4,4% SD- 0%	SA- 33,5% A- 62% D- 3,2% SD- 1,3%
Q19	SA- 30,4% A- 56,5% D- 10,9% SD- 2,2%	SA- 27,8% A- 60,6% D- 9,7% SD- 1,9%
Q20	SA- 36,9% A- 58,7% D- 2,2% SD- 2,2%	SA- 29% A- 65,8% D- 3,2% SD- 2%
Q21	SA- 23,9% A- 65,2% D- 10,9% SD- 0%	SA- 18,7% A- 66,5% D- 12,9% SD- 1,9%
Q22	SA- 45,7% A- 47,8% D- 4,3% SD- 2,2%	SA- 40% A- 51,6% D- 5,8% SD- 2,6%
Q23	SA- 43,5% A- 54,3% D- 2,2% SD- 0%	SA- 32,3% A- 50,3% D- 13,5% SD- 3,9%



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Q24	SA- 28,3% A- 56,5% D- 10,9% SD- 4,3%	SA- 30,3% A- 56,8% D- 9,7% SD- 3,2%
Q25	SA- 26,1% A- 63% D- 8,7% SD- 2,2%	SA- 23,2% A- 62,6% D- 8,4% SD- 5,8%
Q26	SA- 15,2% A- 65,2% D- 13,1% SD- 6,5%	SA- 18,1% A- 57,4% D- 18,7% SD- 5,8%
Q27	SA- 37% A- 52,2% D- 6,5% SD- 4,3%	SA- 35,5% A- 58,7% D- 3,9% SD- 1,9%
Q28	SA- 23,9% A- 52,2% D- 19,6% SD- 4,3%	SA- 18,7% A- 52,9% D- 23,2% SD- 5,2%
Q29	SA- 37% A- 54,3% D- 6,5-% SD- 2,2%	SA- 31% A- 61,9% D- 5,8% SD- 1,3%
Q30	SA- 21,7% A- 56,6% D- 21,7% SD- 0%	SA- 18,7% A- 52,3% D- 21,9% SD- 7,1%
Q31	SA- 28,2% A- 60,9%	SA- 20,7% A- 67,1%

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	D- 8,7% SD- 2,2%	D- 10,3% SD- 1,9%
Q32	SA- 39,1% A- 56,5% D- 2,2% SD- 2,2%	SA- 34,2% A- 61,3% D- 2,6% SD- 1,9%
Q33	SA- 30,4% A- 45,7% D- 23,9% SD- 0%	SA- 20,7% A- 51,6% D- 20% SD- 7,7%
Q34	SA- 23,9% A- 60,9% D- 10,9% SD- 4,3%	SA- 21,3% A- 61,9% D- 13,6% SD- 3,2%
Q35	SA- 28,3% A- 54,3% D- 17,4% SD- 0%	SA- 32,3% A- 57,4% D- 7,1% SD- 3,2%
Q36	SA- 26,1% A- 58,7% D- 13% SD- 2,2%	SA- 23,9% A- 67,1% D- 7,7% SD- 1,3%
Q37	SA- 34,8% A- 52,2% D- 13% SD- 0%	SA- 27,1% A- 63,2% D- 7,7% SD- 2%
Q38	SA- 28,3% A- 65,2% D- 6,5% SD- 0%	SA- 29,7% A- 57,4% D- 11% SD- 1,9%



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Q39	SA- 32,6% A- 50% D- 15,2% SD- 2,2%	SA- 30,3% A- 54,8% D- 12,9% SD- 2%
Q40	SA- 17,4% A- 63% D- 19,6% SD- 0%	SA- 29% A- 60,7% D- 9% SD- 1,3%  * represents the highest average in every question.



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Table 52: Comparison of data from CICANT and the rest of the research units.

QUESTION	CICANT	RESEARCH UNITS
Gender	Average rating: <b>Female</b>	CBIOS / CeiED / HEI-Lab / I-MVET / LusoGlobe - <b>Female</b> CEAD / CIDEFES / COPELABS / RCM2+ / Other - <b>Male</b> CRGroup / Intrepid Lab / Terr.A.ID - <b>50/50</b>
Age	Average rating: <b>46-50 years old</b>	RCM2+ - <b>36-40 years old</b> I-MVET - <b>46-50 years old</b> COPELABS / Intrepid Lab - <b>51-55 years old</b> CEAD / Other - <b>56-60 years old</b> CeiED - <b>&gt;60 years old</b> CBIOS / CIDEFES / CRGroup / HEI-Lab / LusoGlobe / Terr.A.ID - <b>50/50</b>
Nationality	Average rating: <b>Portugal</b>	CBIOS / CEAD / CIDEFES / COPELABS / CeiED / HEI-Lab / I-MVET / LusoGlobe / Intrepid Lab / RCM2+ / Terr.A.ID / Other - <b>Portugal</b> CRGroup - <b>50/50</b>
Ethnicity	Average rating: <b>Caucasian/White</b>	CBIOS / CEAD / CIDEFES / COPELABS / CeiED / CRGroup / HEI-Lab / I-MVET / LusoGlobe / Intrepid Lab / RCM2+ / Terr.A.ID / Other - <b>Caucasian/White</b>
Daily difficulties	Average rating: <b>None</b>	CBIOS / CEAD / CIDEFES / COPELABS / CeiED / CRGroup / HEI-Lab / I-MVET / LusoGlobe / Intrepid Lab / RCM2+ / Terr.A.ID / Other - <b>None</b>
Professional Position	Average rating: <b>R3- Established Researcher</b>	CBIOS / CEAD / CIDEFES / COPELABS / CeiED / CRGroup / HEI-Lab / I-MVET / LusoGlobe / Intrepid Lab / RCM2+ / Terr.A.ID / Other - <b>R3- Established Researcher</b>
Level/Title of Education	Average rating: <b>Doctorate (PhD)</b>	CBIOS / CEAD / CIDEFES / COPELABS / CeiED / HEI-Lab / I-MVET / LusoGlobe / Intrepid Lab / RCM2+ / Terr.A.ID / Other - <b>Doctorate (PhD)</b> CRGroup - <b>50/50</b> (between PhD and Postdoc)
I am part of?	Average rating: <b>Integrated Researchers</b>	CBIOS / CEAD / CIDEFES / COPELABS / CeiED / HEI-Lab / I-MVET / LusoGlobe / RCM2+ / Terr.A.ID / Other - <b>Integrated Researchers</b> Intrepid Lab / Other - <b>Collaborator Researchers</b> CRGroup - <b>50/50</b> (between Integrated and Collaborator)
Seniority	Average rating: <b>1-3 years</b>	CEAD / CIDEFES / COPELABS / Intrepid Lab / LusoGlobe / RCM2+ / Other - <b>1-3 years</b>



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		HEI-Lab – 4-10 years CBIOS / CeiED / CRGroup / I-MVET / Terr.A.ID – 50/50
Externally funded	Average rating: 50/50	CEAD / CIDEFES / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / Terr.A.ID / Other - No COPELABS / CeiED – Yes CBIOS / CRGroup / RCM2+ - 50/50
Q1	Average rating: Agree	CBIOS / CEAD / CeiED / HEI-Lab / LusoGlobe / Terr.A.ID – Strongly Agree CIDEFES / COPELABS / I-MVET / Intrepid Lab / RCM2+ / Other - Agree CRGroup – 50/50
Q2	Average rating: Agree	CeiED / CIDEFES / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID – Strongly Agree CBIOS / CEAD / I-MVET / Other - Agree COPELABS / HEI-Lab – 50/50 CRGroup – 50/50 (between Disagree and Agree)
Q3	Average rating: Agree	CIDEFES / Terr.A.ID - Strongly Agree CEAD / COPELABS / CeiED / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / Other - Agree CBIOS / RCM2+ - 50/50 CRGroup - 50/50 (between Disagree and Agree)
Q4	Average rating: Agree	CEAD / CIDEFES - Strongly Agree CBIOS / COPELABS / CRGroup / CeiED / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe - Agree Terr.A.ID - 50/50 RCM2+ - Disagree
Q5	Average rating: Agree	CIDEFES - Strongly Agree CBIOS / COPELABS / CeiED / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Other - Agree CEAD / Terr.A.ID - 50/50 CRGroup - Disagree
Q6	Average rating: Agree	CIDEFES - Strongly Agree



CICANT		CBIOS / CEAD / COPELABS / CRGroup / CeiED / HEI-Lab / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID / Other - <b>Agree</b>
Q7	Average rating: <b>Agree</b>	CBIOS / CIDEFES - <b>Strongly Agree</b> CEAD / COPELABS / CeiED / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Other- <b>Agree</b> CRGroup / Terr.A.ID - 50/50 (between Disagree and Agree)
Q8	Average rating: <b>Agree</b>	CBIOS / CEAD / CIDEFES / CeiED- <b>Strongly Agree</b> COPELABS / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID / Other - <b>Agree</b> CRGroup - 50/50 (between Disagree and Agree)
Q9	Average rating: <b>Agree</b>	CBIOS / CIDEFES / CeiED - <b>Strongly Agree</b> CEAD / COPELABS / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID / Other - <b>Agree</b> CRGroup - 50/50 (between Disagree and Agree)
Q10	Average rating: <b>Strongly Agree</b>	CBIOS / CEAD / CIDEFES / COPELABS / CeiED / HEI-Lab / Intrepid Lab / LusoGlobe / Other - <b>Strongly Agree</b> Terr.A.ID - <b>Agree</b> CRGroup / I-MVET / RCM2+ - 50/50
Q11	Average rating: <b>Agree</b>	CIDEFES - <b>Strongly Agree</b> CBIOS / CEAD / COPELABS / CeiED / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / Terr.A.ID / Other - <b>Agree</b> CRGroup - 50/50 (between Disagree and Strongly Agree) RCM2+ - <b>Disagree</b>
Q12	Average rating: <b>Agree</b>	CIDEFES / RCM2+ - <b>Strongly Agree</b> CBIOS / CEAD / COPELABS / CeiED / CRGroup / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / Terr.A.ID / Other - <b>Agree</b>
Q13	Average rating: <b>Agree</b>	CBIOS / CEAD / CIDEFES / COPELABS / CeiED / CRGroup / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / Terr.A.ID / Other - <b>Agree</b> RCM2+ - <b>Disagree</b>
Q14	Average rating: <b>Agree</b>	CBIOS / CEAD / CIDEFES / COPELABS / CeiED / CRGroup / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID / Other - <b>Agree</b>



Q15	Average rating: <b>Agree</b>	CBIOS / CEAD / CIDEFES / COPELABS / CeiED / CRGroup / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / Terr.A.ID / Other - <b>Agree</b>  CRGroup / RCM2+ -50/50 (between Disagree and Agree)
Q16	Average rating: <b>Agree</b>	CIDEFES - <b>Strongly Agree</b>  CBIOS / CEAD / COPELABS / CeiED / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID / Other - <b>Agree</b>  CRGroup -50/50 (between Disagree and Agree)
Q17	Average rating: <b>Agree</b>	CBIOS / CEAD / CIDEFES / COPELABS / CeiED / CRGroup / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID / Other - <b>Agree</b>
Q18	Average rating: <b>Agree</b>	CEAD - <b>Strongly Agree</b>  CIDEFES / COPELABS / CeiED / CRGroup / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / Terr.A.ID / Other - <b>Agree</b>  CBIOS -50/50  RCM2+ -50/50 (between Disagree and Agree)
Q19	Average rating: <b>Agree</b>	CBIOS / CIDEFES / COPELABS / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID / Other - <b>Agree</b>  CEAD / CeiED -50/50  CRGroup - <b>Disagree</b>
Q20	Average rating: <b>Agree</b>	CEAD - <b>Strongly Agree</b>  CBIOS / CIDEFES / COPELABS / CeiED / CRGroup / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID / Other - <b>Agree</b>
Q21	Average rating: <b>Agree</b>	CBIOS / CEAD / CIDEFES / COPELABS / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / Terr.A.ID / Other - <b>Agree</b>  CeiED -50/50  CRGroup / RCM2+ -50/50 (between Disagree and Agree)
Q22	Average rating: <b>Agree</b>	CBIOS / CEAD / CIDEFES / CeiED - <b>Strongly Agree</b>  COPELABS / CRGroup / HEI-Lab / I-MVET / Intrepid Lab / RCM2+ / Terr.A.ID / Other - <b>Agree</b>  LusoGlobe -50/50
Q23	Average rating: <b>Agree</b>	CEAD / CIDEFES - <b>Strongly Agree</b>



CICANT		CBIOS / COPELABS/ I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID / Other - <b>Agree</b> CeiED / HEI-Lab -50/50 CRGroup - <b>Disagree</b>
Q24	Average rating: <b>Agree</b>	CIDEFES / LusoGlobe - <b>Strongly Agree</b> CBIOS / COPELABS/ HEI-Lab / I-MVET / Intrepid Lab / RCM2+ / Terr.A.ID / Other - <b>Agree</b> CEAD / CeiED -50/50 CRGroup -50/50 (between Disagree and Agree)
Q25	Average rating: <b>Agree</b>	CBIOS / CIDEFES / CeiED / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID / Other - <b>Agree</b> CEAD -50/50 COPELABS / CRGroup- 50/50 (between Disagree and Agree/Strongly Agree)
Q26	Average rating: <b>Agree</b>	CEAD / CIDEFES / COPELABS / CeiED / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID / Other - <b>Agree</b> CRGroup - 50/50 (between Disagree and Agree) CBIOS - <b>Disagree</b>
Q27	Average rating: <b>Agree</b>	CEAD / CIDEFES / LusoGlobe - <b>Strongly Agree</b> CBIOS / COPELABS / CeiED / CRGroup / HEI-Lab / I-MVET / Intrepid Lab / RCM2+ / Terr.A.ID / Other - <b>Agree</b>
Q28	Average rating: <b>Agree</b>	CBIOS / CEAD / COPELABS / CeiED / HEI-Lab / I-MVET / Intrepid Lab / Terr.A.ID / Other - <b>Agree</b> CIDEFES - 50/50 CRGroup / LusoGlobe / RCM2+- 50/50 (between Disagree and Agree)
Q29	Average rating: <b>Agree</b>	CBIOS / CEAD - <b>Strongly Agree</b> CIDEFES / COPELABS / CeiED / CRGroup / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / Terr.A.ID / Other - <b>Agree</b> RCM2+- 50/50 (between Disagree and Agree)
Q30	Average rating: <b>Agree</b>	CIDEFES - <b>Strongly Agree</b> CBIOS / CEAD / COPELABS / CeiED / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID / Other - <b>Agree</b>



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		CRGroup - 50/50 (between Disagree and Agree)
Q31	Average rating: Agree	<p>CBIOS / CEAD / CIDEFES / COPELABS / CeiED / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Other - Agree</p> <p>Terr.A.ID - 50/50 (between Disagree and Agree)</p> <p>CRGroup - Disagree</p>
Q32	Average rating: Agree	<p>CIDEFES - Strongly Agree</p> <p>CEAD / COPELABS / CeiED / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID / Other - Agree</p> <p>CBIOS - 50/50</p> <p>CRGroup - 50/50 (between Disagree and Agree)</p>
Q33	Average rating: Agree	<p>CIDEFES - Strongly Agree</p> <p>CBIOS / CEAD / COPELABS / CeiED / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Other - Agree</p> <p>CRGroup - 50/50 (between Strongly Disagree and Agree)</p> <p>Terr.A.ID - Disagree</p>
Q34	Average rating: Agree	<p>CIDEFES - Strongly Agree</p> <p>CBIOS / COPELABS / CeiED / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID / Other - Agree</p> <p>CEAD - 50/50</p> <p>CRGroup - 50/50 (between Disagree and Agree)</p>
Q35	Average rating: Agree	<p>CEAD / CIDEFES - Strongly Agree</p> <p>CBIOS / COPELABS / CeiED / HEI-Lab / I-MVET / Intrepid Lab / RCM2+ / Terr.A.ID / Other - Agree</p> <p>LusoGlobe - 50/50</p> <p>CRGroup - 50/50 (between Disagree and Agree)</p>
Q36	Average rating: Agree	<p>CIDEFES - Strongly Agree</p> <p>CBIOS / CEAD / COPELABS / CeiED / CRGroup / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Other - Agree</p> <p>Terr.A.ID - 50/50 (between Disagree and Agree)</p>
Q37	Average rating: Agree	CIDEFES - Strongly Agree



CICANT		CEAD / COPELABS / CeiED / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Other - <b>Agree</b> CBIOS - 50/50 CRGroup / Terr.A.ID - 50/50 (between Disagree and Agree)
Q38	Average rating: <b>Agree</b>	CIDEFES - <b>Strongly Agree</b> CBIOS / CEAD / COPELABS / CeiED / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID / Other - <b>Agree</b> CRGroup - <b>Disagree</b>
Q39	Average rating: <b>Agree</b>	CIDEFES - <b>Strongly Agree</b> CBIOS / CEAD / COPELABS / CeiED / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID / Other - <b>Agree</b> CRGroup - 50/50 (between Disagree and Agree)
Q40	Average rating: <b>Agree</b>	CEAD / CIDEFES - <b>Strongly Agree</b> CBIOS / COPELABS / CeiED / HEI-Lab / I-MVET / Intrepid Lab / LusoGlobe / RCM2+ / Terr.A.ID / Other - <b>Agree</b> CRGroup - 50/50 (between Disagree and Agree)

**\*\*\*** – represents the average rating when positioned at strongly agree

**\*\*** - represents the average rating when positioned at agree

**\*** - represents the average rating when positioned at disagree

**\*** - represents the average rating when positioned at 50%/50%

## Final Remarks

The data gathered from the survey generally indicates a high level of consistency in the responses, with individuals who provided negative feedback showing a consistent pattern throughout the questionnaire. The final response regarding overall satisfaction with the research unit also aligns with the trends observed in the survey. The level of fluctuation or inconsistency in responses was minimal.

The demographic profile of the respondents shows a predominance of female researchers and staff members (59%), a strong representation of Portuguese individuals (approximately 81%), and a significant majority of Caucasian/White ethnicity (83%). There is a notably low representation of other nationalities and ethnicities within CICANT's researchers and staff. The survey also revealed that a significant portion of respondents are researchers aged 40 and above (average age range of 46-50 years, comprising about 22%), with most holding professional positions corresponding to the R3 (Established Researcher) level (65%). Early-career researchers account for just 11% of the team. Additionally, a high proportion of respondents hold a PhD (57%), and only one respondent reported holding only a bachelor's degree. The majority of CICANT's team are integrated researchers (85%), while PhD students and collaborators make up a smaller portion (15%). In terms of seniority, the average tenure of respondents ranges from 1 to 3 years (48%), though a significant number (30%) have been with the institution for 4 to 10 years. Notably, 89% of respondents reported experiencing no daily difficulties, and funding appears well-balanced between internal and external sources.

Regarding the 40 questions linked to the European Charter & Code pillars, most responses were positive, with a tendency towards agreement ("Agree" value of 3 on the scale). The highest percentages of "Agree" responses were recorded in questions related to good research practices (72%, question 7) and recruitment procedures (70%, question 13). Notably, question 10 on non-discrimination garnered the highest percentage of "Strongly agree" responses (65%). Other questions that saw strong "Strongly agree" responses included recognition of the profession (46%, question 22), research environment (44%, question 23), and accountability (41%, question 6).

While negative responses were present across nearly all questions, they were generally low in percentage. The highest observed combined "Disagree" and "Strongly disagree" responses

(26%) were recorded for question 15 (Transparency). Other questions with notable "Disagree" responses included Teaching (24%, question 33), Access to career advice (22%, question 30), and Supervision (20%, question 40). Only 20 of the questions registered responses at the "Strongly disagree" level, and these were mostly at low percentages, with 9% for Research Freedom (question 1) and 7% for Funding and salaries (question 26).

Key gaps identified within CICANT include the low representation of early-career researchers and limited diversity within the team. While the survey responses did not highlight a single dominant pillar, several themes emerged that warrant further attention. These include Research Freedom, Periodical Evaluation/Appraisal Systems, Recruitment, Transparency, Funding and Salaries, Career Development, Access to Career Advice, Teaching, Participation in Decision-Making Bodies, and Supervision. These areas exhibit higher rates of negative responses and should be prioritized for further examination.

Despite the generally positive trends and the low incidence of significant negative feedback, the modest overall response rate suggests that a deeper analysis is required to comprehensively assess the gaps. This response pattern may reflect actual conditions or could be indicative of factors that deter researchers from providing critical feedback, such as lack of time, apprehension, complacency, or limited awareness of the issues. To gain a more accurate understanding of the gaps in CICANT's workflow methodologies, further qualitative research—such as focus groups—is recommended.

The survey was an important first step, offering valuable insights into researchers' experiences and work conditions in line with the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. To enhance this gap analysis, additional qualitative research focused on performance evaluation, work-life balance, diversity and inclusion, and the career development of young researchers has been conducted through Focus Groups. These discussions allowed participants to share personal experiences, voice concerns, and offer diverse perspectives on these crucial issues.